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VOLUME TWO :

APPENDICES, TABLES, FIGURES & CHARTS (GROUPED BY CHAPTERS)

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PROFESSIONALISM IN NIGERIAN LIBRARIANSHIP:
AN EVALUATION OF FACTORS IN ITS GROWTH
SINCE 1948

by

OLUFUNMILAYO OLATUNDE LAWAL,
B.A. (Hons.), A. Inst. A.M., Cert. Lib. Studies (Ibadan),
M.A. (Loughborough), A.L.A.

A Doctoral Thesis

Submitted in partial fulfilment of the requirements
for the award of Doctor of Philosophy degree of
the Loughborough University of Technology.

(October 1983)

✓
Vol 2.

Director of Research:

Professor Peter Havard-Williams,
M.A. (Wales), Ph.D. (Hon.) Sung Kyun Kwan,
Dip.Ed. (Oxford), F.L.A.I., F.B.I.M.,
F.I. Inf. Sc., A.L.A., A.N.Z.L.A.
Head, Department of Library and Information Studies,
Loughborough University of Technology.

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CHAPTER TWO: PROFESSIONALISM

APPENDIX I

THE GROWTH OF NATIONAL PROFESSIONAL SOCIETIES[®]

COUNTRIES :	ACCOUNTANCY	ARCHITECTURE	DENTISTRY	ENGINEERING (civil or general)	LAW	MEDICINE (general)	PHARMACY	SURVEYING (land)	SURVEYING (quantity)	SURVEYING (land economy)	TOWN PLANNING	VETERINARY SURGEONS
1. AUSTRALIA† ..	1928	1930	1928	1919	1933	1961	1907	1952	1953	1926	1956	1931
2. BAHAMAS ..	—	1968	—	1961	1954	—	—	—	—	—	—	—
3. BARBADOS ..	1966	1967	—	—	1954	—	1948	—	—	—	—	—
4. BERMUDA ..	—	1962	—	—	—	1950	—	—	—	—	—	—
5. CANADA† ..	1902	1907	1002	1887	1914	1867	1907	1882	1959	1960	1923	1947
6. CEYLON ..	1959	1957	1931	1906	1947	1888	—	1926	—	—	—	1953
7. CYPRUS ..	—	1956	—	1956	1955	—	—	—	—	—	—	1955
8. FIJI ..	—	1957	1953	—	1957	1953	1967	—	—	1953	—	—
9. GHANA ..	1963	1954	—	1968	1940	1958	1935	1970	1970	1970	—	1963
10. GIBRALTAR ..	—	—	—	1958	—	—	—	—	—	—	—	—
11. GUYANA ..	1966	1957	—	1968	—	—	—	1919	1969	1969	—	—
12. HONG KONG ..	1947	1956	1948	1947	1907	—	1949	—	—	—	—	—
13. INDIA ..	1949	1917	1946	1920	1958	1928	1940	1950	1950	1950	1951	1922
14. JAMAICA ..	1965	1957	1928	1959	1919	1890	—	1928	1959	—	—	1940
15. KENYA† ..	1949	1967	1943	1946	1949	1963	1964	1946	1967	1969	—	1966
16. MALAWI ..	1969	—	—	—	1965	1938	—	—	—	—	—	—
17. MALAYSIA ..	1967	1920	—	1958	1947	1960	—	1961	1961	1961	—	1939
18. MALTA ..	1942	1920	1935	1920	1877	1967	1961	1969	—	—	—	1966
19. MAURITIUS ..	1938	1959	—	1948	1957	1944	—	1970	1970	1970	—	—
20. NEW ZEALAND	1908	1910	1905	1914	1869	1882	1890	1888	1943	1938	1951	1923
*21. NIGERIA ..	1965	1960	1965	1959	1950	—	—	1934	1969	1969	—	1940
22. PAKISTAN ..	1961	1957	1948	1948	?	1948	1951	—	—	—	—	—
23. PAPUA and NEW GUINEA ..	—	1966	—	—	—	—	—	1960	—	—	—	—
24. SIERRA LEONE	1960	—	—	—	1926	—	—	—	—	—	—	—
25. SINGAPORE ..	1963	1926	1966	1966	1967	1959	1906	1967	1967	1967	—	1964
26. SOLOMON Is. ..	—	—	—	—	—	—	—	1968	—	—	—	—
27. SWAZILAND ..	—	—	1958	—	1961	1958	—	—	—	—	—	—
28. TANZANIA† ..	1949	1948	1943	1946	1955	1965	1966	—	—	—	—	—
29. TRINIDAD and TOBAGO ..	1949	1955	—	1959	1897	1831	1925	1948	1962	—	—	—
30. UGANDA† ..	1949	1966	1943	1946	1914	1913	—	1968	1968	1968	—	—
31. UNITED KINGDOM ..	1880†	1834	1890	1818	1825†	1832	1841	1868	1868	1868	1914	1882
32. ZAMBIA ..	—	1954	—	1955	1957	1964	—	1958	—	—	—	1949

† Dates are for Federal bodies in Australia and Canada; state and provincial societies were formed earlier and still exist. In Kenya, Tanzania and Uganda, some societies are national and others are regional.

† England and Wales.

*Librarianship was established in Nigeria in 1948.

[®] Compiled by Commonwealth Foundation Office, Marlborough House, London, 1972. CURRIE, J. ed. Professional Organizations in the Commonwealth. London: Commonwealth Foundation, 1972: Appendix.

CHAPTER THREE : METHODOLOGY

Department of Library
and Information Studies

Loughborough University



HAVARD-WILLIAMS
Professor of Library Studies and Head of the Department

LOUGHBOROUGH LEICESTERSHIRE LE11 3TU
Tel: 0509 63171 Telex 34319 Telegrams Technology Loughborough

PHW/JPH

15 January 1983

Dear Colleague,

Questionnaire on Professionalism in Nigerian Librarianship

Mr. Lawal, a PhD student in the Department of Library Studies is undertaking research into problems arising from the professionalisation of library and information work in Nigeria. The research project is being undertaken under my direction.

The factors of investigation are itemized in the questionnaire under the following broad headings:

- (a) Status
- (b) Library & information work: characteristics
- (c) The professional association; and
- (d) Professional education

In view of the need for an objective assessment concerning the possible determination of the degree of professionalism and the consequent implications for manpower planning, your valuable assistance in answering the questionnaire will be very much appreciated. The information given will be treated in strict confidence.

Kindly return the completed questionnaire to reach Mr. O.O. Lawal at the above address by 1 April 1983.

Yours sincerely,

P. Havard-Williams

Enc.

DEFINITIONS

In the context of this present work, professionalism implies a body of knowledge, skills and traditions derived from practical experience in an activity recognised and approved by society.

Q.8. Status refers to an accepted sociological terminology for describing the various external manifestations by which an individual's occupational value is revealed. The overall assumption is that libraries have a generic relationship with the world of learning and this is fundamental in any consideration of a shift or change in occupational status.

Q.16 (a) Internationalism, in the context of this questionnaire, means your long term interest in the library profession is international in character or spirit and that your professional contribution will relate to this condition.

Q.22. Qualification, is defined as being in possession of a recognised professional diploma or certificate in library and information studies.

Q.23 (f) Other, represents a symbol for qualifications outside the field of library and information studies, but which are recognised by employers.

QUESTIONNAIRE ON PROFESSIONALISM IN NIGERIAN LIBRARIANSHIP

Code

WHERE ALTERNATIVE ANSWERS ARE GIVEN, PLEASE TICK THE APPROPRIATE BOX(ES). EXPLANATORY NOTES ARE PROVIDED AT THE APPROPRIATE PAGE IN THE QUESTIONNAIRE.

GENERAL INFORMATION

1. Name of Library _____

2(i) Full mailing address of library _____

2(ii) Present Post _____

3. Type of library service:

- (a) Academic
- (b) National/State
- (c) Public
- (d) Government
- (e) Special
- (f) School/College
- (g) Other (Please specify) _____

4. Is the library a main division in the organizational structure of the parent institution?

YES

NO

5. If the answer to Q.4 is 'No', under which division does the library operate?

- (a) General administration
- (b) Information Division
- (c) Research and Development Division
- (d) Other (Please specify) _____

6. Sex : (a) Male ☐ (b) Female ☐

7. Age : (a) 21 - 25.....☐
(b) 26 - 30.....☐
(c) 31 - 35.....☐
(d) 36 - 40.....☐
(e) 41 - 45.....☐
(f) 46 - 50.....☐
(g) Over 50.....☐

4.8.... /4

Status.

8. Please indicate the status of your library in the organizational structure of the parent institution:

Academic

☐

Administrative

☐

*9. Kindly show your present library rank by ticking the appropriate box provided in accordance with the USS (Cookey Commission's Alternative C) as accepted in Government's White Paper, 1981:

GRADE LEVEL

RANK OF LIBRARY STAFF

15

UNIVERSITY LIBRARIAN

☐

14

DEPUTY UNIVERSITY LIBRARIAN

☐

13

CHIEF LIBRARIAN

☐

12

ASSISTANT CHIEF LIBRARIAN

☐

11

SENIOR LIBRARIAN

☐

10

PRINCIPAL LIBRARIAN

☐

9

PRINCIPAL LIBRARY OFFICER

☐

8

SENIOR LIBRARY OFFICER/
LIBRARIAN I

☐

7

ASSISTANT LIBRARIAN/
LIBRARIAN II/
HIGHER LIBRARY OFFICER

☐

*10. Could you please indicate your library rank and grade level following the Public Service Review Commission Report, 1974:

Grade Level

☐

Rank

☐

*11. Do you agree that internal adjustments need to be made at individual institutions?

Yes

☐

No

☐

Don't Know

☐

* NOTE: Questions 9 to 11 are meant for respondents who are members of staff of University and affiliated faculty and College libraries. Other categories of staff please go to Q.12.

12. Please indicate as follows, the departments and/or sections of the library in which you have worked so far :

SECTION/DEPARTMENT	BOX(ES) <small>PLEASE TICK AS APPROPRIATE</small>	PERIOD (Month and year)	
		From	To
(i) Acquisitions.....	<input type="checkbox"/>		
(ii) Cataloguing & classification...	<input type="checkbox"/>		
(iii) Reference/Reader services.....	<input type="checkbox"/>		
(iv) Serials.....	<input type="checkbox"/>		
(v) Other (please specify).....	<input type="checkbox"/>		
.....			

13. If you are working in library establishments other than the University/faculty libraries :

On what salary grade level are you ?

(i) 07 - 09	<input type="checkbox"/>
(ii) 10 - 12	<input type="checkbox"/>
(iii) 13-14	<input type="checkbox"/>
(iv) 15 - 16	<input type="checkbox"/>
(v) Other (please specify).....	
.....	<input type="checkbox"/>

LIBRARY AND INFORMATION WORK: CHARACTERISTICS

14. To what extent are the library tasks listed below part of your job? For each task that you perform, please check whether it is a primary or secondary part. *

<u>TASK</u>	<u>PRIMARY</u>	<u>SECONDARY</u>
Bibliography	<input type="checkbox"/>	<input type="checkbox"/>
Bindery preparation and records	<input type="checkbox"/>	<input type="checkbox"/>
Budget preparation	<input type="checkbox"/>	<input type="checkbox"/>
Cataloguing, classification and indexing	<input type="checkbox"/>	<input type="checkbox"/>
Data processing	<input type="checkbox"/>	<input type="checkbox"/>
Filing cards and/or forms	<input type="checkbox"/>	<input type="checkbox"/>
Formal library instruction	<input type="checkbox"/>	<input type="checkbox"/>
General administration	<input type="checkbox"/>	<input type="checkbox"/>
Informal library instruction	<input type="checkbox"/>	<input type="checkbox"/>
Information work and assistance to readers	<input type="checkbox"/>	<input type="checkbox"/>
Inter library loan records	<input type="checkbox"/>	<input type="checkbox"/>
Lending Function (registration, and Circulation work).....	<input type="checkbox"/>	<input type="checkbox"/>
Periodical checking	<input type="checkbox"/>	<input type="checkbox"/>
Photocopying	<input type="checkbox"/>	<input type="checkbox"/>
Policy determination	<input type="checkbox"/>	<input type="checkbox"/>
Public relations	<input type="checkbox"/>	<input type="checkbox"/>
Repairing and mending books	<input type="checkbox"/>	<input type="checkbox"/>
Selection, acquisition, and withdrawal of material	<input type="checkbox"/>	<input type="checkbox"/>
Shelving and stock maintenance	<input type="checkbox"/>	<input type="checkbox"/>

* 'Primary' and 'Secondary' are terms which, in the context of this work, are operationally defined as indicating an approximation of time spent in the performance of each task. Thus, 'primary' means that more time is spent on the task than 'secondary'. The degree of involvement has weighted values assigned to them in the scores.

15. Which work-centred * factor(s) give job satisfaction in your present job?

(Please tick appropriate box(es) below):

- | | |
|--|--------------------------|
| (a) Variety | <input type="checkbox"/> |
| (b) Involvement with users/service | <input type="checkbox"/> |
| (c) Social worth | <input type="checkbox"/> |
| (d) Intellectually satisfying | <input type="checkbox"/> |
| (e) Books, and library materials | <input type="checkbox"/> |
| (f) Colleagues/teamwork | <input type="checkbox"/> |
| (g) Responsibility | <input type="checkbox"/> |
| (h) Status | <input type="checkbox"/> |
| (i) Personal development | <input type="checkbox"/> |
| (j) Salary | <input type="checkbox"/> |

16. What is your long-term main interest in library and information work?

- | | |
|---|--------------------------|
| (a) Internationalism | <input type="checkbox"/> |
| (b) Technological innovations and libraries | <input type="checkbox"/> |
| (c) Social relations | <input type="checkbox"/> |
| (d) Research and Development | <input type="checkbox"/> |
| (e) Teaching | <input type="checkbox"/> |
| (f) Other (Please specify) _____ | |

THE PROFESSIONAL ASSOCIATION

17. How important are professional associations for the library profession?

- | | |
|-------------------|--------------------------|
| Important | <input type="checkbox"/> |
| Unimportant | <input type="checkbox"/> |
| Don't Know | <input type="checkbox"/> |

18. Should professional associations be more important than other professional aspects of library development?

- | | | |
|------------------------------|-----------------------------|-------------------------------------|
| Yes <input type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|------------------------------|-----------------------------|-------------------------------------|

* 'Work-centred', i.e. relating to your library/or information unit atmosphere.

19(i) Are you a member of the Nigerian Library Association?

Yes ☐

No. ☐ (ii) If 'No', why? _____

20. If your answer to Q.19 is 'Yes', in what areas would you suggest that improvements are now needed or overdue?

- (a) Legal recognition ☐
- (b) Certification ☐
- (c) Education and Training ☐
- (d) Public policy ☐
- (e) Continuing education ☐
- (f) Other (Please specify) _____

PROFESSIONAL EDUCATION:

21. What form of organizational structure would you recommend for the control of library education in Nigeria?

Responsibility to be lodged in:

(Tick one box only)

- (a) The general professional association ☐
- (b) An association of professional library schools or educators ☐
- (c) A National Council under which the various organizations in the library profession have official representation ☐
- (d) A separate agency with independent governance and its own staff ☐

22. What is your qualification* status in the library profession as at present?

- (a) With degree and qualified ☐
- (b) With degree but unqualified ☐
- (c) No degree but qualified ☐
- (d) No degree and unqualified ☐

* See, 'Definitions', p.1.

23. If your answer to question 22 is (c), could you please indicate your present qualification as follows:

- (a) (British) Library Association Part I ☐
- (b) (British) Library Association Parts I and II ☐
- (c) Associate of the Library Association ☐
- (d) Fellow of the Library Association ☐
- (e) Associate, Member, Fellow of Inst. of Information Science ☐
- (f) Other (please specify) _____

✓24 - 27 According to the existing programmes of library schools in Nigeria, some courses have been indigenised to reflect local needs. Rank the importance of such courses, as listed below, by indicating in the boxes provided 1,2,3.. starting with the item you consider to be of utmost priority to the least. *

24. LIBRARIES AND LIBRARIANSHIP IN WEST AFRICA

RANK

- (a) History of libraries, library education, and production of professional literature.
- (b) The library in society.
- (c) Sociology: African culture and oral traditions.
- (d) Quranic schools and private collections.
- (e) The role of the library in education.

25. INFORMATION STUDIES AND SOCIOLOGY OF INFORMATION

RANK

- (a) Information and Society: user behaviour in Nigerian libraries.
- (b) Information needs of the non-literate/semi-literate user.
- (c) Information needs of Nigerian government policy makers
- (d) Information needs of the professions, e.g. medicine and farming.
- (e) Sources of information: African cultural materials including data collection, storage and retrieval devices for dissemination of oral literature.

* For example, item 24 (a-e) rank from 1-5 in order of priority.

26. BIBLIOGRAPHICAL STUDIES

- (a) Analytical and historical bibliography.
- (b) Reference books and subject bibliography tools in Nigeria.
- (c) Children's literature and services.
- (d) Nigerian National Bibliography: problems of compilation and bibliographic control.
- (e) Indexing, abstracting and reviewing.

RANK

27. PROCESSES AND METHODS

- (a) Classification schemes; area application, study and use.
- (b) Classification of special materials on Africa.
- (c) Cataloguing rules and applications: Nigerian materials.
- (d) Government publications: Federal/State/ and Local.
- (e) New applications in technology.

RANK

Thank you for answering the questionnaire.

Date of Completion _____

Signature _____

Please return to: O.O.LAWAL,
Department of Library and Information Studies.
Loughborough University of Technology,
Loughborough, Leics.
LE11 3TU, England.

Department of Library
Information Studies

Loughborough University



HAVARD-WILLIAMS

Head of Library Studies and Head of the Department

LOUGHBOROUGH LEICESTERSHIRE LE11 3TU

Tel: 0509 63171 Telex 34319 Telegrams Technology Loughborough

PHW/JPF

21st January 1980

To Whom It May Concern

Mr. O.O. Lawal is a registered student of this University who is reading for the degree of Doctor of Philosophy in the Department of Library and Information Studies.

Mr. Lawal will need to collect material for his research in Nigeria and I shall be pleased if every assistance can be given to him.

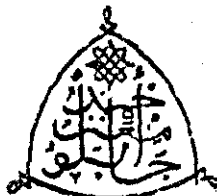
A handwritten signature in cursive script, appearing to read 'P. Havard-Williams'.

P. Havard-Williams

Telephone: 2692

Telegrams: Librarianship Unibello

HEAD: A. MOHAMMED, B.A., M.S.L.S. M.A., Ph.D.



Department of Library Science
Faculty of Education,
Ahmadu Bello University
Zaria, Nigeria.

In reply please quote our reference

10th. March, ... 1980...

Mr. O. O. Lawal,
Tutor Librarian (NYSC),
LA Sec. Grammar School,
P.O. Box 87,
Ipetumodu,
Oyo State.

Dear Mr. Lawal,

Thank you for your letter of 25th February, 1980. I have seen your research topic which, I think, will be of tremendous use not only to our Department but to all the Department of Library Studies in the country. Let me welcome you to our department in advance so that you may feel free to visit at any time. I trust we shall give you all the necessary cooperation you need.

Best wishes.

Sincerely yours,

Dr. Abdullahi Mohammed,
Head of Library Science &
Dean of Education.

10th March

BAYERO UNIVERSITY KANO
FACULTY OF EDUCATION
Department of Library Science



Head of Department ABDUL MOID, B A. (ALIGARH), M. A. IN L. S. (MICHIGAN) Ph. D. (ILLINOIS)

Your Ref:

P. M. B. 3011, Kano, Nigeria.
Tel. 2018
Cable: Unibayero Kano

Our Ref: BUK/DLS/045

Date: 21st March, 1980

Dear Mr. Lawal,

Thank you for your letter of 25th February, 1980 together with a letter of Head of the Department of Library studies, Loughborough University concerning your doctorate studies.

You can come any time in the third week of May 1980.

We shall supply you at that time our syllabus for Diploma in Library Science, and also the syllabus of the proposed B.A. (L.S.) if ready.

With all the best wishes.

Yours sincerely

Dr. A. Moid,
Head of Department.

Appendix 3.5

UNIVERSITY OF MAIDUGURI

FACULTY OF EDUCATION
(DEAN'S OFFICE)

AN:
C. AGUOLU B. A. (London):
L. S. (Washington): M. A. Ed.,
D (U. C. Berkeley):
B. A.; F W. A. S.

REF LS/SYL/VOL.10

P. M. B. 1069
MAIDUGURI
NIGERIA.

Date... 6th May, 1981

Mr. O. O. Lawal
Flat 5 Gravelly Court,
M1 Gravelly Hill,
Edington Birmingham B25 7NP,
ENGLAND.

Dear Mr. Lawal,

Material for Doctoral Research

I am forwarding here a copy of our syllabus, as requested. I have also enclosed a yellow sheet explaining the structure of the programmes offered. Our major program is BLS and the proportion of professional to traditional academic course is 3:2. Thus it has a strong academic content, infact stronger than of Bachelor of Education. The second program is B.Ed. in Library Science, in which library science is the major subject studied along with education. Thirdly, some students doing B.A. or B.SC. Education here requiring two outside subjects take Library Science as an alternative to one of the outside subjects. Fourthly, many students in other degree programs take library sciences as an elective to meet their degree requirements.

We have five full-time lecturers, and part-instructors from the University Library are used as need arises. Our first batch of BLS students will graduate this June, ~~July~~ Sixteen. Four students will also get their B.Ed in Library Science.

I hope the information given here will be useful to you. Thanks for writing us.

Good luck.

Yours sincerely,



Dr. C. C. AGUOLU

Head of the Dept. of Library Studies & Dean of Education

TELEPHONE: 232-537 EXT. 288, CABLE & TELEGRAMS: UNIVERSITY MAIDUGURI: NIGERIA.

UNIVERSITY OF NIGERIA
NNAMDI AZIKIWE LIBRARY
NSUKKA NIGERIA

r Ref.....

Cables: Nigersity Nsukka

Telephone: 48 Ext. 59

Ref. UL/SA/9.....

Date 19th April, 1983

Mr. O.O. Lawal,
Department of Library & Information
Studies,
Loughborough University,
Loughborough,
Leicestershire LE11 3TU

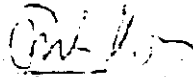
Dear Mr. Lawal,

Your Questionnaire

Please find some copies of your questionnaire which have been filled by some of our staff.

It is a pity that not all our staff have been able to fill the questionnaire; a pity too that the filled copies of the questionnaire are being sent late.

Yours sincerely,



Ifeanyi J.C. Okonkwo
Special Assistant to the
University Librarian

Encs.

Appendix 3.7

UNIVERSITY OF IFE

ILE—IFE, NIGERIA.

HEZEKIAH OLUWASANMI LIBRARY

Reference.....

Telegrams: 'IFEVARSITY IFE'

Reference.....

Telephone Ife 2291

30 May, 1983.

Mr. O. O. Lawal
Dept. of Library and Information Studies
Loughborough University of Technology
Loughborough, Leicester LE11 3TU
ENGLAND.


Dear Mr. Lawal,

I am returning herewith your questionnaire duly filled.
I regret the tardy response which is a direct result of the super
inefficiency of our postal system in this country. I received your
papers only last Thursday.

Be that as it may, I hope you can still incorporate my own ideas
into the body of your dissertation if you find them useful.

Best of luck.

Yours sincerely,



A. Adelabu
Ag. University Librarian.

att.

CHAPTER FOUR : STATUS CONCERNS

Appendices pp. 501 - 510

Tables " 511 - 530

(NOTE : Tables 4.1 & 4.4 are incorporated with the text)

APPENDIX I

UNIFIED SALARY SCALES FOR LIBRARIANS 1975* (UDOFI)

University	National Library	Public & Ministry Library	Scale Level	Salary p.a. N
Librarian	Director	-	16	11,268 - 12,420
-	-	Director	15	9,996 - 11,028
Librarian	Dep. Director Asst. Director	Dep. Director	14	8,868 - 9,828
-	Snr. Principal Librarian	-	13	7,764 - 8,724
Librarian	Principal Librarian	Principal Librarian	12	7,104 - 7,752
Librarian I	Snr. Librarian	Snr. Librarian	10	5,460 - 6,432
Librarian II	Librarian I	Librarian I	09	4,368 - 5,340
Librarian	Librarian II	Librarian II	08	3,264 - 4,164
-	Librarian-in-training	-	08	3,264 - 4,164

Other para-professional staff the scales are as follows:-

SALARY SCALES FOR PARA-PROFESSIONAL STAFF 1975 -

Posts for all Libraries	Scale	Salary
Senior Library Officer	09	4,368 - 5,340
Junior Library Officer	08	3,264 - 4,164
Library Officer	07	2,496 - 3,216
Assistant Library Officer	06	1,908 - 2,484
Senior Library Assistant	05	1,440 - 1,872
Library Assistant	04	1,764 - 1,416
Library Attendant	03	900 - 1,140

*SOURCE: ODERINDE, N.O.

Public library development in Nigeria (MA Thesis)

Loughborough: L.U.T., 1978: 257.

APPENDIX II : SALARY GRADINGS FOR PUBLIC SERVICE EMPLOYEES (1974/1976) :

SALARY GRADINGS

OLD SCALE (UDOJI)

SCHEDULE VI

Step	1	2	3	4	5	6	7	8	9	10
Level	M	M	M	M	M	M	M	M	M	M
.....	720	745	770	795	820	845	870			
.....	800	830	860	890	920	950	980			
.....	900	940	980	1,020	1,060	1,100	1,140			
.....	1,100	1,130	1,160	1,190	1,220	1,260	1,290	1,320	1,350	1,380
.....	1,370	1,419	1,468	1,517	1,565	1,615	1,664	1,713	1,762	1,810
.....	1,630	1,705	1,779	1,855	1,930	2,005	2,079	2,155	2,230	2,310
.....	2,000	2,110	2,220	2,330	2,440	2,550	2,660	2,770	2,880	3,000
.....	2,780	2,913	3,045	3,177	3,312	3,445	3,578	3,711	3,854	3,980
.....	3,990	4,130	4,280	4,430	4,580	4,730	4,880	5,030	5,180	5,340
.....	5,350	5,470	5,590	5,710	5,830	5,950	6,070	6,190	6,310	6,430
.....	5,445	5,737	6,029	6,321	6,613	6,905				
.....	5,129	6,453	6,777	7,101	7,425	7,749				
.....	6,395	7,262	7,629	7,995	8,363	8,730				
.....	7,760	8,170	8,580	8,990	9,400	9,810				
.....	9,830	9,495	10,260	11,025						
.....	9,818	10,517	11,547	12,411						
.....	12,517	13,015	13,987	13,959						

NEW SCALE (WILLIAMS)

REVISED SALARY SCALES

SCHEDULE V

Level	Step	1	2	3	4	5	6	7	Incremental Rates
		M	M	M	M	M	M	M	
01		720	744	768	792	816	840	870	+ 24/30
02		804	834	864	894	924	954	984	+ 30
03		900	936	972	1,008	1,044	1,080	1,140	+ 36/40
04		1,104	1,206	1,308	1,398	1,532	1,574	1,416	+ 42
05		1,440	1,512	1,584	1,656	1,728	1,800	1,872	+ 72
06		1,908	2,004	2,100	2,196	2,292	2,388	2,484	+ 96
07		2,496	2,616	2,736	2,856	2,976	3,096	3,216	+120
08		3,264	3,414	3,564	3,714	3,864	4,014	4,164	+150
09		4,368	4,530	4,692	4,854	5,016	5,178	5,340	+162
10		5,460	5,622	5,784	5,946	6,108	6,270	6,432	+162
11		6,444	6,624	6,804	6,984	-	-	-	+180
12		7,104	7,320	7,536	7,752	-	-	-	+216
13		7,764	8,084	8,404	8,724	-	-	-	+320
14		8,068	9,188	9,508	9,828	-	-	-	+720
15		9,996	10,512	11,028	-	-	-	-	+516
16		11,268	11,844	12,420	-	-	-	-	+576
17		12,696	13,332	13,968	-	-	-	-	+636

APPENDIX III REVISED GRADINGS FOR NIGERIAN UNIVERSITIES
(WILLIAMS REPORT)*

POST	WHITE PAPER GRADING (UDOJI)	RECOMMENDED GRADING (WILLIAMS)
University Librarian	15/16	16
Deputy University Librarian	13	14
Senior Librarian	11	12
Librarian, Grade I	10	10
Librarian, Grade II	09	09
Senior Library Officer/Principal Library Assistant	08	09
Assistant Librarian	08	08
Graduate Assistant/Assistant Librarian	08	08
Higher Library Officer	09	08
Library Officer, Grade I, II	08	07
Senior Library Assistant, Grade I	06	06
Senior Library Assistant, Grade II	06	05
Library Assistant, Grade I	04	04
Library Assistant, Grade II	03	04
Library Assistant, Grade III	03	03
Library Attendant	02	02

* Culled from William's Report (1976): SCHEDULE C5.0 (p.248)

APPENDIX IV COMMISSION'S ALTERNATIVE C — AND SOME ADJUSTED LIMITS*

		1	2	3	4	5	6	7	Incremental Rate	Adjusted Limit
US\$:	1	1,560	1,596	1,632	1,668	1,704	1,740	1,776	36	1,776*
	2	1,620	1,668	1,716	1,764	1,812	1,860	1,908	48	1,908*
	3	1,920	2,004	2,088	2,172	2,256	2,340	2,424	84	2,424*
	4	2,436	2,544	2,652	2,760	2,868	2,976	3,084	108	3,084*
	5	3,120	3,252	3,384	3,516	3,648	3,780	3,912	132	3,912*
	6	4,008	4,176	4,344	4,512	4,680	4,848	5,016	168	5,016*
	7	5,136	5,316	5,496	5,676	5,856	6,036	6,216	180	6,216*
	8	6,336	6,258	6,720	6,912	7,104	7,296	7,488*	192	7,488
	9	7,550	7,632	7,836	8,040				204	8,040*
	10	8,148	8,388	8,628	8,868				240	8,868*
	11	9,000	9,360	9,720	10,080				360	10,080*
	12	10,092	10,512	10,932	11,352				420	11,352*
	13	11,364	11,940	12,516	13,092	13,668	14,244	14,820	576	14,820*
	14	12,732	13,392	14,052					660	14,052*
	15	14,280	15,000						720	15,000

₦1.00 = £0.85 sterling

PRINTED BY NATIONAL ASSEMBLY PRESS, LAGOS WT. 470/1081/3,000

*Source : Government views on the report of the Presidential Commission on salary and conditions of service of university staff. Lagos : National Assembly Press, 1981 : 12.

APPENDIX V

RESPONDENTS' RANK AND SALARY SCALE IN UNIVERSITY
LIBRARIES⁺ (1981):-

<u>USS</u>	<u>AMOUNT</u>	<u>RANK OF LIBRARY STAFF⁺⁺</u>	<u>No.</u>	<u>%</u>
15	£ 14,280 - 15,000	University Librarian	6	5.8
14	12,732 - 14,052	Deputy University Librarian	7	6.7
13	11,364 - 14,820	Chief Librarian	14	13.5
12	10,092 - 11,352	Assistant Chief Librarian	5	4.8
11	9,000 - 10,080	Senior Librarian	19	18.3
10	8,148 - 8,868	Principal Librarian	3	2.8
9	7,550 - 8,040	Principal Library Officer	12	11.5
8	6,336 - 7,488	Senior Library Officer/ Librarian I	19	18.3
7	5,136 - 6,216	Librarian II/Higher Library Officer	19	18.3
TOTAL			104 [*]	100.0.

+ University Faculty and Institute Libraries offering special services are included in the total, since they are absorbed in the University System Scale (USS).

++ Adjustments *of* various kinds exist at individual Universities. These are discussed in the text.

* Information not provided by one respondent.

£ 1.00 = £0.85 sterling.

APPENDIX: VI RESPONDENTS' SALARY SCALE IN ALL LIBRARIES

OTHER THAN UNIVERSITIES, 1981:

Grade Level		LIBRARY (n = 65)			
		Amount (N 1 = £0.85 sterling)	Nat'l, State No %	Public No. %	Gov't / Special No. %
07	N	2,796 - 3,516	19 (61.3)	7 (50.0)	4 (20.0)
08	N	3,564 - 4,464			
09	N	4,668 - 5,640			
10	N	5,760 - 6,732	8 (25.8)	6 (42.9)	7 (35.0)
11	N	6,744 - 7,284			
12	N	7,404 - 8,052			
13	N	8,064 - 9,024	3 (9.7)	1 (7.1)	5 (25.0)
14	N	9,168 - 10,128			
15	N	10,296 - 11,328			
16	N	11,568 - 12,720	1 (3.2)	-	4 (20.0)
TOTAL			31 (100)	14 (100)	20 (100)

APPENDIX VII UNIFIED GRADING SYSTEM FOR PUBLIC SERVICE⁺ (1982)

GRADE LEVEL	SALARY SCALES*
16	N 11,568 - 12,720
15	N 10,296 - 11,328
14	N 9,168 - 10,128
13	N 8,064 - 9,024
12	N 7,404 - 8,052
10	N 5,760 - 6,732
09	N 4,668 - 5,640
08	N 3,564 - 4,464
07	N 2,832 - 3,552

⁺ Currently undergoing review for increases.

* N1.00 = £0.85 sterling

APPENDIX VIII UNIFIED GRADING SYSTEM FOR LIBRARIANS BY POST/SALARY*
(1982)

National/State Library	POST		Grade Level	Salary p.a. N1.00 = £0.85 stg
	Public and Ministry Library			
Director	-		16	N 11,568 - 12,720
-	Director		15	10,296 - 11,328
Deputy Director	Deputy Director		14	9,168 - 10,128
Assistant Director				
Senior Principal Librarian	-		13	8,064 - 9,024
Principal Librarian	Principal Librarian		12	7,404 - 8,052
Senior Librarian	Senior Librarian		10	5,760 - 6,732
Librarian I	Librarian I		09	4,668 - 5,640
Librarian II	Librarian II		08	3,564 - 4,464
Librarian-in- training	-		08	3,564 - 4,464

APPENDIX IX INTERMEDIATE POSTS FOR ALL LIBRARIES WITH SALARY SCALES

Post:	Grade Level	Salary per annum N 1.00 = £0.85 stg.
Senior Library Officer	09	N 4,668 - 5,640
Higher Library Officer	08	3,564 - 4,464
Library Officer	07	2,832 - 3,552

+ Currently undergoing review for increases.

APPENDIX X

YAMAH, S.A. and M.O. OLAITAN, eds.

PROPOSED LEGISLATION FOR LIBRARIANS

Draft bill revised by Messrs. S.A. Yamah and
M.O. Olaitan (1981) based on draft decree sub-
mitted and proposed by the National Library
Board of Nigeria in 1975. Subject to amendment.

SOURCE: NIGERIAN LIBRARIES, 16(1/2), 1980:35-59.

**A BILL FOR AN ACT TO INCORPORATE LIBRARIANS
REGISTRATION COUNCIL OF NIGERIA.**

BE IT ENACTED BY THE NATIONAL ASSEMBLY OF THE
FEDERATION OF NIGERIA AND BY AUTHORITY OF THE
SAME AS FOLLOWS:-

1. Subject to the provision of this Act, a person shall not practice or carry on business under any name, style or title containing the word "Librarian" unless he is registered under this Act. Commencement
2. (1) There shall be established a body to be known as the Librarians Registration Council of Nigeria (hereafter in this Act referred to as "the Council") which shall be a body corporate by the name aforesaid and be charged with the general duty of: Librarians
Registration
Council of
Nigeria
Established
 - (a) determining what standards of knowledge and skill are to be attained by persons seeking to become members of the Library profession (in this Act hereafter referred to as "the profession") and reviewing those standards from time to time as circumstances may permit;
 - (b) securing in accordance with provisions of this Act the establishment and maintenance of a register of persons entitled to practice the profession and the publication from time to time of lists of those persons;
 - (c) regulating and controlling the practice of Librarianship in all its aspects and ramifications, and
 - (d) performing the other functions conferred on the Council by this Act.
- (2) Subject to the provisions of this Act, the Council shall consist of:

- (a) a chairman who must be a person of distinction in the profession to be appointed by the Minister on the recommendation of the Nigerian Library Association.
 - (b) five persons appointed by the Federal Minister charged with responsibility for library matters generally, hereafter in this Act referred to as "the Minister" of whom at least one shall be employed by the Ministry under his control and the other persons not so employed shall be appointed by him from amongst other interests in the fields of Librarianship covered by this Act, which in the opinion of the Minister are not adequately represented;
 - (c) six persons to be appointed by the Minister to represent the states in rotation of two years at a time; no two of whom shall come from one state at any one time.
 - (d) six persons elected by the Nigerian Library Association in the manner for the time being provided by its constitution.
 - (e) four persons nominated by the Universities and appointed by the Minister one each from any four of the Universities offering courses leading to an approved qualification.
- I (3) The provisions of Schedule 1 to this Act shall have effect with respect to the qualifications and tenure of office of members of the Council, powers and procedure of the Council and the other matters there mentioned.
- (1) The Minister may make regulations providing for increasing or reducing the membership of the council, and may make such consequential amendments to para. 1 of Schedule expedient in consequence of the increase or reduction.
- 3 (1) The council shall prepare and submit to the Minister not later than the 31st day of December of the year in which this subsection

comes into force (so however for that year the Minister may if he considers it necessary extend the period) and of each subsequent year an estimate of its expenditure and income during the next succeeding financial year.

- (2) The Council shall keep proper records in respect of each financial year, and proper records in relation to those accounts, and shall cause its accounts to be audited as soon as may be after the end of the financial year to which the accounts relate by a firm of auditors approved, as respects that year by the Federal Minister for Finance.

control of
Council by
Minister

- 4 (1) The Minister may give to the Council directions of a general character or relating generally to particular matters (but not to any individual person or case) with regard to the exercise by the Council of its functions and it shall be the duty of the Council to comply with the directions.

- (2) Before giving a direction under the foregoing subsection, the Minister shall serve a copy of the proposed direction on the Council and shall afford the Council an opportunity of making representations to him with respect to the direction; and after considering any representations made to him in pursuance of this subsection, the Minister may give the direction either without modification, or with such modifications as appear to him to be appropriate having regard to the representations.

appointment of
Registrar

The Register

variations
maintain -
of the
register.

- 5 (1) It shall be the duty of the Council to appoint a fit person to be the registrar for the purpose of this Act.
- (2) It shall be the duty of the registrar to prepare and maintain, in accordance with rules made by the Council under this section, a register of

the names, addresses and approved qualification and other such particulars as may be specified of all persons who are entitled in accordance with the provisions of this Act to be registered as librarians and who apply in the specified manner to be so registered.

- 6 (1) The register of librarians (hereafter in this Act referred to as "the register") shall consist of two parts of which one shall be in respect of fully registered persons and the other in respect of provisionally registered persons.
- (2) Subject to the following provisions of this section, the Council shall make rules with respect to the form and keeping of the register and the making of entries therein, and in particular:-
- (a) regulating the making of applications for registration and providing for the evidence to be produced in support of application;
- (b) providing for the notification to the registrar, by the person to whom any registered particulars relate, of any change in those particulars.
- (c) authorising a registered person to have any qualification which is registered in relation to his name in addition / or, as he may elect, in substitution for any other qualifications so registered;
- (d) specifying the fees to be paid to the Council in respect of the entry of names on the register and authorising the registrar to refuse to enter a name on the register until any fees specified for the entry has been paid;
- (e) specifying anything failing to be specified under the foregoing provisions of this section; but rules made for the purpose of para. (d) of this subsection shall not come into force until they are confirmed by order of the Minister.

- 7 (a) It shall be the duty of the Registrar to correct, in accordance with the Council's

directions, any entry in the register which the Council directs him to correct as being in the Council's opinion an entry which was incorrectly made;

- (b) to make from time to time any necessary alterations to the registered particulars of registered persons;
- (c) to remove from the part of the register of librarians which relates to provisionally registered persons all particulars relating to a person registered in the other part of that register; and;
- (d) to remove from the relevant part of the register the name of any registered person who has died or as the case may be, has ceased to be entitled to be registered.

4 (8) If the Registrar -

- (a) sends by post to any registered person a registered letter addressed to him at his address on the register enquiring whether the registered particulars relating to him are correct and receives no reply to the letter within the period of six months from the date of posting and

- (b) upon the expiration of that period sends in like manner to the person in question a second similar letter and receives no reply to that letter within three months from the date of posting it; the registrar may remove the particulars relating to the person in question from the relevant part of the register; however, the council may direct the registrar to restore to the appropriate part of the register any particulars removed therefrom under this subsection.

- (9) (a) It shall also be the duty of the registrar - Publication of register and lists of corrections.
- (a) to cause a list of persons whose name and qualifications are indicated in the register to be printed, published, and put on sale to members of the public not later than two years from the beginning of the year in which this subsection comes into force; and

- (b) in each year after that in which a register is first published under para. (1) above, to be printed, published and put on sale as aforesaid either a corrected edition of the register or a list of alterations made to the register since it was last printed; and

- (c) to cause a print of each edition of the register and of each list of corrections to be deposited at the principal officer of the council; and it shall be the duty of the council to keep the register and lists so deposited open at all reasonable times for inspection by members of the public on the payment of fees to be prescribed from time to time by the Council.

- (d) the registrar shall cause to be published a list of persons whose names have been removed from the register.

- (2) A document purporting to be a print of an edition of a register published under this section by authority of the registrar in the current year, or documents purporting to be a print of an edition of a register so published in a previous year and of a list of corrections to that edition to be published in the current year, shall (without prejudice to any other mode of proof) be admissible in any proceedings as evidence that any person specified in the document, or as the case may be, as being fully or provisionally registered is so registered, and that any person not so specified is not so exempted or registered.

Registration 10 (1) of Librarians.

- (1) Subject to the provisions of this Act and to rules made under section 5 above, a person shall not be entitled to be fully or provisionally registered under this Act as a Librarian and when so registered, to practice as such unless

- (a) he has attended or taken a course of training approved by the council under section 11 of this Act; and
 - (b) he holds a qualification so approved.
- (2) Registration in the first instance shall be provisional unless the council in its discretion authorises full registration of an applicant.

(3) Subject as aforesaid, if in the case of an applicant under section 11(2) or (3) of this Act he satisfies the council on all matters on which the council requires to be satisfied that he is a fit and proper person, the applicant may likewise be provisionally or fully registered in pursuance of subsection (2) above.

(4) Subject as aforesaid, a person shall be entitled to be fully registered if he satisfies the council -

(a) as to his experience for the purpose of section 13(1) of this Act;

(b) that he is of good character;

(c) that his qualifications as a librarian are for the time being accepted by the council for the purpose of this subsection as respects the profession of a librarian; and save where section 10(3) of this Act applies:-

(d) that where a qualification was acquired outside Nigeria the applicant for registration under this Act was under no legal disability in the practice of librarianship, and if the council so requires, that he has had sufficient practical experience in the profession of a librarian; and the council shall from time to time publish in the Federal Gazette particulars of the qualifications for the time being accepted as aforesaid.

11. (1) Subject to subsection (2) of this section, the council may approve for the purposes of section 6 of this Act:-

(a) any course of training which is intended for persons who are seeking to become, or are already qualified as librarians

(b) any institutions, either in Nigeria or elsewhere, which the council considers is properly organised and equipped for conducting the whole or part of a course of training approved by the council under this section;

(c) any qualification which, as a result of examination taken in conjunction with a course of

Approve
of course
qualifi-
cation
and insti-
tutions.

training approved by the council under this section is granted to candidates reaching a standard at the examination indicating, in the opinion of the council, that they have sufficient knowledge and skill to practice librarianship as a profession.

(2) The Council shall from time to time publish in the Federal Gazette a list of qualifications in the profession of librarianship approved by it, and subject thereto the council shall not approve for the purpose of subsection (1) above a qualification granted by an institution in Nigeria unless the qualification has been so published by the council.

(3) The council may, if it thinks fit, withdraw any approval given under this section in respect of any course, qualification or institutions; but before withdrawing such an approval the council shall

(a) give notice that it proposes to do so to each person in Nigeria appearing to the council to be a person by whom the course is conducted or the qualification is granted or the institution is controlled, as the case may be; and

(b) afford each such person an opportunity of making to the council representations with regard to the proposal; and

(c) take into consideration any representations made as respects the proposal in pursuance of the last foregoing paragraph.

(4) As respects any period during which the approval of the council under this section for a course, qualification or institution is withdrawn, the course, qualification or institution shall not be treated as approved under this section; but the withdrawal of such an approval shall not prejudice the registration or eligibility for registration or eligibility for registration of any person who by virtue of the approval was registered or eligible for registration (either unconditionally or subject to his obtaining a certificate or experience).

Supervision of instruction and examinations leading to approved qualifications.

- (5) The giving or withdrawal of approval under this section shall have effect from such date, either before or after the execution of the instrument, signifying the giving or withdrawal of the approval as the council may specify in that instrument; and the council shall -
 - (a) as soon as may be publish a copy of every such instrument in the Federal Gazette; and
 - (b) not later than seven days before its publication as aforesaid, send a copy of the instrument to the Minister.
- (1) It shall be the duty of the council to keep itself informed of the nature of -
 - (a) the instruction given at approved institutions to persons attending approved courses of training; and
 - (b) the examinations as a result of which approved qualifications are granted;
- (2) and for the purposes of performing that duty the council may appoint, either from among its own members or otherwise, persons to visit approved institutions.
- (3) It shall be the duty of the visitation appointed under this subsection to report to the council on -
 - (a) the sufficiency of the instruction given to persons attending approved courses of training at institutions visited by him;
 - (b) the sufficiency of any examination held; and
 - (c) any other matters relating to the institutions or examinations on which the council may, either generally or in particular case, request it to report; but no visitation shall interfere with the giving of any instruction or the holding of any examination.

- (4) On receiving a report made in pursuance of this section, the council shall as soon as may be send a copy of the report to the person appearing to the council to be in charge of the institution or responsible for the examination to which the report relates requesting that person to make observations on the report to the council within such period as may be specified in the request, not being less than one month beginning with the date of the request.

13. (1) Any person who, having qualified as a librarian by examination after the commencement of this Act or within one year before its commencement, as the case may be, satisfies all conditions mentioned in subsection (2) of this section, may apply for and be entitled to a certificate of experience from the council given, after consideration of the case, entitling him to be fully registered as a librarian under this Act; and such certificate shall, when received by the person, provisionally registered, filed with his application for full registration.
- (2) The conditions aforesaid are -
 - (a) he shall, during his employment after qualification as aforesaid have acquired practical experience under the personal supervision and guidance of one or more fully registered librarians for the period of one year; and
 - (b) the manner in which he carried out the duties of his employment and his conduct during the period of his employment shall have been satisfactory
- (3) It shall be the duty of the employer to ensure that such persons employed with a view of obtaining a certificate of experience are afforded proper opportunities of acquiring the practical experience required for the purposes of para. (a) of subsection (2) above.
- (4) Where after having completed the period mentioned in para. (a) of subsection (2) above, any person affected applied for and is refused a certificate of experience, he shall be entitled -

Pre-Registration Experience.

- (a) to receive from the council particulars in writing of grounds of the refusal; and
- (b) to reapply to the council for a review in accordance with rules made by the council in that behalf (including rules as to the time within which appeals are to be brought); and on any such appeal the council may take whatever decision it deems fit.

Professional Discipline

14. (1) There shall be a tribunal, known as the Librarians' Disciplinary Tribunal (hereafter in this Act referred to as "the tribunal") which shall be charged with the duty of considering and determining any case referred to it by the panel established by the following provisions of this section and any other case of which the tribunal has cognisance under the following provisions of this Act.
- (2) The tribunal shall consist of the Chairman of the council and nine other members of the Council appointed by the Council and shall include not less than four members of the Council holding office by virtue of para. (d) of subsection (2) of section 2 of this Act, or where the number of those members is for the time being less than four, all those members.
 - (3) There shall be a body, to be known as the Librarians' Investigating Panel (and hereafter in the Act referred to as "the panel"), which shall be charged with duty of -
 - (a) conducting a preliminary investigation into any case where it is alleged that a person fully or provisionally registered has misbehaved in his capacity as a librarian, or should for any other reason be the subject of proceedings before the tribunal; and
 - (b) deciding whether the case should be referred to the tribunal.
 - (4) The panel shall be appointed by the council and shall consist of seven members of the council and two fully registered librarians who are not members of the council.

Penalties
for unpro-
fessional
conduct, etc.

- (5) The provisions of Schedule 2 to this Act shall so far as applicable to the tribunal and the panel respectively, have effect with respect to those bodies.

15. (1) Where -

- (a) a person is fully registered under this Act is convicted, by any court in Nigeria or elsewhere having power to award imprisonment of an offence (whether or not an offence punishable with imprisonment) which in the opinion of the tribunal is incompatible with the status of a librarian; or
 - (b) a person provisionally registered under this Act is likewise so convicted in circumstances such that the council is satisfied that his name ought to be removed from the register; or
 - (c) the tribunal is satisfied that the name of any person has been fraudulently fully or provisionally registered; the tribunal may, if it thinks fit, give a direction reprimanding that person if fully registered or, whether or not fully registered ordering the registrar to strike his name off the relevant part of the register.
- (2) The tribunal may, if it thinks fit, defer or further defer its decision as to the giving of a direction under subsection (1) above until subsequent meeting of the tribunal; but -
- (a) no decision shall be deferred under this subsection for periods exceeding two years in the aggregate; and,
 - (b) no person shall be a member of the tribunal for the purposes of reaching a decision which has been deferred or further deferred unless he was present as a member of the tribunal when the decision was deferred.
- (3) For the purposes of subsection (1) of this section a person shall not be treated as convicted as mentioned in para. (a) of that subsection unless the conviction stands at a time when no appeal or further appeal is pending or may (without extension of time) be brought in connection with the conviction.
- (4) When the tribunal gives a direction under

subsection (1) if this section, the tribunal shall cause notice of the direction to be served on the person to whom it relates.

- (5) The person to whom such a direction relates, may, at any time within twenty-eight days from the date of service on him of the notice of direction, appeal against the direction to the Supreme Court; and the tribunal may appear as respondent to the appeal and, for the purpose of enabling directions to be given as to the costs of the appeal and of proceeding before the tribunal, shall be deemed to be a party thereto whether or not it appears on the hearing of the appeal.
- (6) A direction of the tribunal under subsection (1) of this section shall take effect -
 - (a) where no appeal under this section is brought against the direction within the time limited for the appeal, on the expiration of that time;
 - (b) where such an appeal is brought and is withdrawn or struck out for want of prosecution on the withdrawal or striking out of the appeal;
 - (c) where such an appeal is brought and is not withdrawn or struck out as aforesaid, if and when the appeal is dismissed; and shall not take effect except in accordance with the foregoing provisions of this subsection.
- (7) A person whose name is removed from the register in pursuance of a direction of the tribunal under this section shall not be entitled to be registered again except in pursuance of a direction in that behalf given by the tribunal on the application of that person; and a direction under this section for the removal of a person's name from the register may prohibit an application under this subsection by that person until the expiration of such period from the date of the direction (and where he has duly made such an application, from the date of his last application) as may be specified in the direction.

Miscellaneous and General

- offence 16.
- (1) Any person not a librarian or ceasing to be entitled to full registration under this Act who -
 - (a) for or in expectation of reward practises or holds himself out to practise as such; or
 - (b) without reasonable excuse takes or uses any name, title, addition or description implying that he is authorised by law to practise as a librarian, shall be guilty of an offence.
 - (2) Subject as aforesaid, any person on the provisional register who -
 - (a) for or in expectation of reward, practises or holds himself out to practise in a private capacity as a librarian; or
 - (b) without reasonable excuse takes or uses any name, title, addition or description implying that he is authorised by law to practise as a librarian shall be guilty of an offence.
 - (3) If any person, for the purpose of procuring the registration of any name, qualification or other matter -
 - (a) makes a statement which he believes to be false in a material particular; or
 - (b) recklessly makes a statement which is false in a material particular, he shall be guilty of an offence.
 - (4) If the registrar or any other person employed by the council wilfully makes any falsification in any matter relating to the register he shall be guilty of an offence.
 - (5) A person guilty of an offence under this section shall be liable -
 - (a) on conviction in any court of inferior jurisdiction to a fine not exceeding one hundred Naira;
 - (b) on conviction in a high court, to a fine not exceeding one thousand Naira or imprisonment for a term of not exceeding two years, or to both.

- (6) Where an offence under this section which has been committed by a body corporate is proved to have been committed with the consent or connivance of, or to be attributable to any neglect on the part of, any director, manager, secretary or other similar officer of the body corporate, or any such capacity he, as well as the body corporate, shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Miscellaneous supplementary provisions.

- 17.(1) A librarian under this Act shall, except to the extent only of his particular qualifications, be entitled to practise as a librarian throughout the Federation.

- (2) It shall be the duty of the person in charge of each university and similar institutions having attached thereto a Department of Library Studies in the Federation, which there is held a course of training intended for persons who are seeking to become librarians under this Act, to furnish to the registrar, not later than the thirty-first day of March in every year, a list of the names, and of other such particulars as the council may by order specify, of all persons who attended any course at the institution in question at any time during the preceding year.

such

Regulations, rules & orders

- 18.(1) Any power to make regulations, rules or orders conferred by this Act shall include power -

- (a) to make provision for such incidental and supplementary matters as the authority making the instrument considers expedient for the purpose of the instrument; and
(b) to make different provision for different circumstances.

Interpretation, etc.

- 19.6 (1) In this Act, unless the context otherwise requires "approved" means for the time being approved by the council under section 11 of this Act "approved library qualification" means a qualification which is approved by council under this Act; "Librarian" means

any person professionally entitled to registration under this Act; "Pre-registration experience" means the period served from date of qualification and time of eligibility for registration in pursuance of section 13 of this Act; "the council" means the Librarian's Registration Council of Nigeria established by section 2(1) of this Act; "the minister" means the Federal Minister charged with the responsibility for matters relating to the library profession generally;

"the panel" has the meaning assigned to it by section 1(3) of this Act.

"prescribed" means prescribed by regulations made under this Act.

"register" means the register maintained under this Act; and

"registered" shall be construed accordingly;

"registrar" means the registrar appointed in pursuance of section 5 of this Act;

"regulations" means regulations made by the Minister;

"tribunal" has the meaning assigned to it by section 14(1) of this Act.

- (2) For the purpose of this Act -

- (a) a person is fully registered if his name is for the time being entered in the part of the register maintained in respect of librarians as entitled to practise as librarians;
(b) a person is provisionally registered if his name is for the time being entered in the other part of that register and being "fully registered" and "provisionally registered" shall be construed in accordance with paras.(a) and (b) of this subsection.
(c) Any approval, consent, direction, notice, observation, report, representation or request authorised or required to be given or made

Citation
and
Application

by or under this Act shall be in writing and may, without prejudice to any other method of service (but subject to the provisions of rules made under schedule 2 of this Act, be served by post.

20. (1) This Act may be cited as the Librarians' Registration Council of Nigeria Act and shall apply throughout the Federation.
- (2) The provisions of this Act shall come into force on such date as the Minister may appoint by order published in the Federal Gazette.

SCHEDULES Section 2 (3)
SCHEDULE 1

SUPPLEMENTARY PROVISIONS RELATING TO THE COUNCIL
Qualifications and tenure of office of members.

1. (1) A person shall not be a member of the council unless he is a Nigerian citizen fully registered as a librarian under this Act and at the date if his appointment has been engaged in the practice of librarianship for a period of ten years, following professional qualification or in special circumstances of which the Minister shall be the sole judge, for such lesser periods as he may approve.
- (2) Subject to the following provisions of this paragraph, a person who is a member of the council otherwise than by virtue of para. (c) of section 2 (2) of this Act, or as having been appointed by the Minister from his Ministry under para. (b) of section 2 (2) aforesaid, shall hold office for a period not exceeding three years beginning with the date of his appointment or election, as the case may be, so however that whether appointed or elected the terms of his office shall be not less than two years and any period in excess shall be fixed by the council after consultation where necessary with the Minister.
- (3) Any member of the council holding office otherwise than as mentioned in sub-paragraph (2) above may, by notice to the council, resign his office.

- (4) A person who has ceased to be a member of the council shall be eligible again to become a member of the council.
- (5) Where a member of the council ceases to hold office before the date when his term of office would have expired by the effluxion of time, the body or person by whom he was appointed or elected shall as soon as may be appointed or, as the case may be, elect a person to fill the vacancy for the residue of the term of the aforesaid, so however that (without prejudice to the powers conferred by para. (d) of subsection (d) of section (2) of section 2 of this Act) the foregoing provisions of this sub-paragraph shall not apply to a person holding office as a member of the council pursuant of that paragraph ceases to hold office at a time when the residue of his term does not exceed one year.
- (6) The power of appointing a person as Chairman of the council shall
- (a) during the period of three years beginning with the date when this sub-paragraph comes into force, be exercisable by the Minister; and
- (b) after the expiration of that period, be exercisable by the council through election and where an existing member of the council is appointed Chairman, his term of office as Chairman shall begin on the date of his appointment as Chairman.

Powers of the Council

2. (1) Subject to the following sub-paragraph and to any direction of the Minister under this Act, the council shall have power to do anything which in its opinion is calculated to facilitate the carrying on of its activities.
- (2) The council shall not have power to borrow money or to dispose of any property except with the prior consent of the Minister and shall not have power to pay remuneration (including pensions) allowances or expenses to any member, officer or servant of the council or to any other person except in accordance with scales approved by the Minister.

Proceedings of the Council

Subject to the provisions of this Act and of section 26 of the Interpretation Act 1964 (which provides for decisions of a body to be taken by a majority of the members of the body and for the Chairman to have a second or casting vote), the council may make standing orders regulating the proceedings of the council or any committee thereof.

4. The quorum of the council shall be eight so however that at least two of the States are represented at the particular meeting and the quorum of any committee of the council shall be determined by the council.
5. (1) The council shall appoint one of its members to be the Vice-Chairman of the council for such period as the council may determine, so however that a vice-chairman who ceases to be a member shall cease to be a vice-chairman.
(2) At any time while the office of chairman is vacant or the chairman is in the opinion of the council permanently or temporarily unable to perform the functions of his office, the Vice-chairman shall perform those functions, and the references in this Schedule to the chairman shall be construed accordingly.
6. (1) Subject to the provisions of any standing orders of the council, the council shall meet whenever it is summoned by the chairman and not less than four times in any financial year, and if the chairman is required to do so by notice given to him by not less than seven other members of the council, he shall summon a meeting of the council to be held within twenty-one days from the date on which the notice is so given.
(2) At any meeting of the council, the chairman shall preside, and in his absence or in the absence of the vice-chairman, the council shall designate a member to preside at that meeting.
(3) Where the council desires to obtain the advice of any person on a particular matter, the council may co-opt him as a member for such period as it thinks fit; but a person who is a member by virtue of this sub-paragraph shall not be entitled to vote at any meeting of the council and shall not count towards a quorum.

- (4) Notwithstanding anything in the foregoing provisions of this paragraph, the first meeting of the council shall be summoned by the Minister who may give such directions as he thinks fit as to the member who shall preside and the procedure which shall be followed at that meeting.

Committees

- (1) The council may appoint one or more committees to carry out, on behalf of the council such of its functions as the council may determine.
- (2) A committee appointed under this paragraph shall consist of the number of persons determined by the council, and not more than one-third of those persons may be persons who are not members of the council; and a person other than a member of the council shall hold office on the committee in accordance with the terms of the instrument by which he is appointed.

Miscellaneous

8. (1) The fixing of the seal of the council shall be authenticated by the signature of the chairman or of some other member authorised generally or specially by the council to act for that purpose.
(2) Any contract or instrument which, if made or executed by a person not being a body corporate, would not be required to be under seal may be made or executed on behalf of the council by any person generally or specially authorised to act for that purpose by the council.
(3) Any document purporting to be a document duly executed under seal of the council shall be received in evidence and shall, unless the contrary is proved, be deemed to be so executed.
9. The validity of any proceedings of the council or a committee thereof shall not be affected by any vacancy in the membership of the council or committee or by any defect in the appointment of a member of the council or of a person to serve on the committee, or by reason that a person not entitled to do so took part in the proceedings.

- (10) Any member of the council, and any person holding office on a committee of the council, who has a personal interest in any contract or arrangement entered into or proposed to be considered by the council or a committee thereof shall forthwith disclose his interest to the council and shall not vote on any question relating to the contract or arrangement.

- (11) A person shall not, by reason only of his membership of the council be treated as holding office of emolument under the Federal Republic of Nigeria or any State thereof.

SCHEDULE II

SUPPLEMENTARY PROVISIONS RELATING TO THE DISCIPLINARY TRIBUNAL AND INVESTIGATING PANEL

The Tribunal

1. The quorum of the tribunal shall be four.
2. (1) The Chief Justice of the Federation shall make rules as to the selection of members of the tribunal for purposes of any proceedings and as to the procedure to be followed and the rules of evidence to be observed in proceedings before the tribunal.
- (2) The rules in particular shall provide -
 - (a) for securing that notice of the proceedings shall be given, at such time in such manner as may be specified by the rules, to the person who is the subject of the proceedings;
 - (b) for determining who, in addition to the person aforesaid, shall be a party to the proceedings;
 - (c) for securing that any party to the proceedings shall, if it requires, be entitled to be heard by the tribunal;
 - (d) for enabling any party to the proceedings to be represented by a legal practitioner;
 - (e) subject to the provisions of section 15(5) of this Act, as to the costs of proceedings before the tribunal;
 - (f) for requiring, in a case where it is alleged that the person who is the subject of the proceedings is

guilty of infamous conduct in any professional respect, that where the tribunal adjudges that the allegation has not been proved it shall record a finding that the person is not guilty of such conduct in respect of the matters to which the allegation relates;

- (g) for publishing in the Federal Gazette a notice of any direction of the tribunal which has taken effect providing that a person's name shall be struck off a register.

3. For the purposes of any proceedings before the tribunal, any member of the tribunal may administer oaths and any party to the proceedings may sue out of the registry of the Supreme Court as the case may require, writs of subpoena and testificandum and duces tecum; but no person appearing before the tribunal shall be compelled.

- (a) to make any statement before the tribunal tending to incriminate himself, or
- (b) to produce any document under such a writ which he could not be compelled to produce at the trial of an action.

4. (1) For the purpose of advising the tribunal on questions of law arising in proceedings before it, there shall in all such proceedings be an assessor to the tribunal who shall be appointed by the council on the nomination of the Chief Justice of the Federation and shall be a legal practitioner of not less than seven years standing.

- (2) The Chief Justice of the Federation shall make rules as to the functions of assessors appointed under this paragraph, and in particular such rules shall contain provisions for securing -

- (a) that where an assessor advises the tribunal on any question of law as to evidence, procedure or any other matter specified by the rules, he shall do so in the presence of every party or person representing a party to the proceedings who appear thereat or, if the advice is tendered while the tribunal is deliberating in private, that every such party or person as aforesaid shall be informed as to what advice the assessor has tendered;

- (b) that every such party or person as aforesaid shall be informed if in any case the tribunal does not accept the advice of the assessor on such question as the aforesaid.
- (3) An assessor may be appointed under this paragraph either generally or for any particular proceedings or class of proceedings, and shall hold and vacate office in accordance with the terms of the instrument by which he is appointed.

The Panel

5. The quorum of the panel shall be three.
- (1) The panel may, at any meeting of the panel attended by not less than six members of the panel, make standing orders with respect to the panel.
- (2) Subject to the provisions of any such standing order, the panel may regulate its own procedure.

Miscellaneous

- (1) A person ceasing to be a member of the tribunal or the panel shall be eligible for reappointment as a member of that body.
- (2) A person may, if otherwise eligible, be a member of both the tribunal and the panel; but no person who acted as a member of the panel with respect to any case shall act as a member of the tribunal with respect to that case.

The tribunal or the panel may act notwithstanding any vacancy in its membership; the proceedings of either body shall not be invalidated by any irregularity in the appointment of a member of that body, or (subject to sub-paragraph (2) of para. 7 above) by reason of the fact that any person who was not entitled to do so took part in the proceedings of that body.

9. — The tribunal and the panel may each sit in two or more divisions.

10. Any document authorised or required by virtue of this Act to be served on the tribunal or the panel shall be served on the registrar.
11. Any expenses of the tribunal or the panel shall be defrayed by the council.
12. A person shall not, by reason only of his appointment as a legal assessor to the tribunal or as a member of the panel, be treated as holding office of emolument under the Federal Republic of Nigeria or any State thereof.

TABLE 4.2: FUNCTIONAL STATUS OF RESPONDENTS' LIBRARIES:-

<u>STATUS</u>	<u>LIBRARY</u>						<u>TOTAL</u>	
	Academic No. %	National/ State No. %	Public/ Government No. %	Special No. %	School/ College No. %		No.	PCT
Academic	84 (79.2)	1 (0.9)	-	15 (14.2)	6 (5.7)		106	100
Administrative	11 (17.2)	30 (46.8)	17 (26.6)	2 (3.1)	4 (6.3)		64	100
TOTAL	95 (55.9)	31 (18.2)	17 (10.0)	17 (10.0)	10 (5.9)		170	100

TABLE 4.3 : ⁺ CURRENT STATUS OF UNIVERSITY LIBRARIES IN NIGERIA (1983)

STATUS : ACADEMIC	ADMINISTRATIVE
Bendel State University	Ahmadu Bello University, Zaria
Benin University	Bayero University, Kano
F.U.T.*, Abeokuta	Calabar University
F.U.T., Akure	F.U.T., Owerri
F.U.T., Bauchi	Ilorin University**
Ibadan University	Maiduguri University
Ife University	Obafemi Awolowo University, Ado-Ekiti
Jos University	University of Nigeria, Nsukka
Lagos University	-
Port-Harcourt University	-

+ There are at present 26 Universities in Nigeria ; those included in the Table are samples.

*F.U.T. = Federal University of Technology.

**Awaiting Senate approval for academic status.

TABLE 4.5 RESPONDENTS' VIEWS ON INTERNAL RANK ADJUSTMENTS
AT INDIVIDUAL UNIVERSITIES:-

<u>NEED FOR ADJUSTMENTS:</u>	<u>MALE</u>		<u>FEMALE</u>		<u>TOTAL</u>	
	No.	%	No.	%	No.	PCT
Agree	46	(59.0)	32	(41.0)	78	74.3
Disagree	9	(64.3)	5	(35.7)	14	13.3
Don't Know	8	(61.5)	5	(38.5)	13	12.4
TOTAL	63	(60.0)	42	(40.0)	105	100

TABLE 4.6 RESPONDENTS' VIEWS ON INTERNAL RANK ADJUSTMENTS
AT INDIVIDUAL UNIVERSITIES (BY SALARY SCALE) :-

<u>NEED FOR ADJUSTMENTS</u>		<u>SALARY SCALE</u>			<u>TOTAL</u>	
		07 - 09	10-12	13-14	15+	No. PCT
Agree	37 (47.4)	22 (28.2)	14 (18.0)	5 (6.4)	78	75.0
Disagree	6 (42.9)	6 (42.9)	2 (14.2)	-	14	13.5
Don't Know	5 (41.7)	3 (25.0)	3 (25.0)	1 (8.3)	12	11.5
TOTAL	48 (46.1)	31 (29.8)	19 (18.3)	6 (5.8)	104 *	100.0

* Information not given by one respondent.

TABLE 4.7 : COMPARATIVE TABLE OF UNIVERSITY STAFF GRADINGS (U.S.S.*)

USS	POST	
	TEACHING	LIBRARY
15	Professor	University Librarian
14	Associate Professor	Deputy University Librarian
13	Senior Lecturer I	Chief Librarian
12	Senior Lecturer II/Senior Research Fellow II	Assistant Chief Librarian (Principal/Senior Librarians' overlap of salary)
11	Lecturer I/Senior Research Fellow I	Senior Librarian
10	Senior Tutor II	Principal Librarian
09	Lecturer II/Research Fellow II	Principal Library Officer
08	Assistant Lecturer/Junior Research Fellow I	Senior Library Officer/Librarian I
07	Graduate Assistant/Research Assistant	Assistant Librarian/Librarian II/ Higher Library Officer

* U.S.S. = University System Scale

(Posts are subject to adjustments at individual universities)

TABLE 4.8 : SAMPLE RANK AND UNIVERSITY SYSTEM SCALE (USS) -
BENDEL STATE UNIVERSITY LIBRARY, EKPOMA :-

USS	LIBRARY RANK	SALARY (p.a.)*
15	University Librarian	₦ 14,280 - 15,720
14	Deputy University Librarian	₦ 12,732 - 15,372
13	Principal Librarian	₦ 11,364 - 14,820
11	Senior Librarian	₦ 9,000 - 10,080
09	Librarian I	₦ 7,550 - 8,162
08	Librarian II	₦ 6,336 - 7,448
07	Assistant Librarian/Higher Library Officer	₦ 5,136 - 6,216

* ₦ 1.00 = £0.85 sterling.

TABLE 4.9 : SAMPLE RANK AND UNIVERSITY SYSTEM SCALE (USS) -
FEDERAL UNIVERSITY OF TECHNOLOGY LIBRARIES AT
AKURE, BAUCHI, AND OWERRI :-

USS	LIBRARY RANK	SALARY (p.a.)*
15	University Librarian	₦ 14,280 - 15,720
14	Deputy University Librarian	₦ 12,732 - 15,372
13	Chief Librarian	₦ 11,364 - 14,820
12	Principal Librarian	₦ 10,092 - 11,352
11	Senior Librarian	₦ 9,000 - 10,080
09	Librarian I	₦ 7,550 - 8,040
08	Librarian II	₦ 6,336 - 7,488
07	Assistant Librarian	₦ 5,136 - 6,216

* ₦ 1.00 = £0.85 sterling.

TABLE^{4.10} : SAMPLE RANK AND UNIVERSITY SYSTEM SCALE (USS) -
FEDERAL UNIVERSITY OF TECHNOLOGY LIBRARY,
ABEOKUTA/ UNIVERSITY OF NIGERIA, NSUKKA :-

USS	LIBRARY RANK	SALARY (p.a.)*
15	University Librarian	₦ 14,280 - 15,720
14	Deputy University Librarian	₦ 12,732 - 15,372
13	Chief Librarian	₦ 11,364 - 14,820
12	Principal Librarian	₦ 10,092 - 11,352
09	Senior Librarian	₦ 7,550 - 8,040
08	Librarian I	₦ 6,336 - 7,488
07	Librarian II	₦ 5,136 - 6,216

* ₦ 1.00 = £0.85 sterling.

TABLE 4.11 RESPONDENTS' QUALIFICATIONS COMPARED WITH SALARY IN ACADEMIC LIBRARIES:

QUALIFICATION:	UNIVERSITY SYSTEM SCALE (USS) *									TOTAL	
	07 No. %	08 No. %	09 No. %	10 No. %	11 No. %	12 No. %	13 No. %	14 No. %	15 No. %	No.	PCT
With degree and qualified	5 (6.7)	10 (13.3)	8 (10.7)	3 (4.0)	18 (24.0)	5 (6.7)	13 (17.3)	7 (9.3)	6 (8.0)	75 [†]	72.1
With degree but unqualified	-	-	-	-	-	-	-	-	-	-	-
No degree but qualified	14 (48.3)	6 (20.7)	3 (10.3)	4 (13.8)	-	2 (6.9)	-	-	-	29	27.9
No degree and unqualified	-	-	-	-	-	-	-	-	-	-	-
TOTAL	19 (18.3)	16 (15.4)	11 (10.6)	7 (6.7)	18 (17.3)	7 (6.7)	13 (12.5)	7 (6.7)	6 (5.8)	104 [†]	100.0

* Amount of salary :-

See Appendixes IV, V, VI - pp 504-506

+ Information (salary) not given by one respondent whose status is 'with degree and qualified'.

TABLE 4.12 RESPONDENTS' QUALIFICATIONS COMPARED WITH SALARY GRADE LEVELS IN LIBRARIES
OTHER THAN ACADEMIC:*

QUALIFICATION:	GRADE LEVEL				TOTAL	
	07 - 09 No. %	10 - 12 No. %	13 - 14 No. %	15 - 16 No. %	No.	PCT
With degree and qualified	13 (35.2)	11 (29.7)	8 (21.6)	5 (13.5)	37	100
With degree but unqualified	-	-	-	-	-	-
No degree but qualified	16 (64.0)	8 (32.0)	1 (4.0)	-	25	100
No degree and unqualified	1 (33.3)	2 (66.7)	-	-	3	100
TOTAL	30 (46.2)	21 (32.3)	9 (13.8)	5 (7.7)	65	100

* i.e. University, polytechnic, school and college libraries.

TABLE 4.13 RESPONDENTS' SEX BY LIBRARY TYPES:

	<u>LIBRARY</u>					<u>TOTAL</u>	
	Academic No. %	National/ State No. %	Public/ Government No %	Special No. %	School/ College No. %	No.	PCT
Male	59 (62.1)	19 (61.3)	11 (64.7)	9 (52.9)	8 (80.0)	106	62.4
Female	36 (37.9)	12 (38.7)	6 (35.3)	8 (47.1)	2 (20.0)	64	37.6
TOTAL	95 (100)	31 (100)	17 (100)	17 (100)	10 (100)	170	100.0

TABLE 4.14

AGE GROUP OF RESPONDENTS' BY SEX:

AGE GROUP	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	PCT.
21-25	2	(66.7)	1	(33.3)	3	100
26-30	18	(50.0)	18	(50.0)	36	100
31-35	27	(73.0)	10	(27.0)	37	100
36-40	21	(55.3)	17	(44.7)	38	100
41-45	27	(65.9)	14	(34.1)	41	100
46-50	7	(63.6)	4	(36.4)	11	100
50+	3	(75.0)	1	(25.0)	4	100
TOTAL	105	(61.8)	65	(38.2)	170	100

TABLE 4.15 AGE GROUP OF RESPONDENTS' BY LIBRARY TYPES:

<u>AGE GROUP</u>	<u>Academic</u>		<u>National/ State</u>		<u>Public/ Government</u>		<u>Special</u>		<u>School/ College</u>		<u>TOTAL</u>	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	PCT.
21-25	2	(66.7)	1	(33.3)	-		-		-		3	100
26-30	16	(44.4)	10	(27.8)	3	(8.3)	4	(11.2)	3	(8.3)	36	100
31-35	18	(48.6)	7	(19.0)	4	(10.8)	5	(13.5)	3	(8.1)	37	100
36-40	18	(47.4)	6	(15.8)	4	(10.5)	6	(15.8)	4	(10.5)	38	100
41-45	27	(64.3)	7	(16.7)	6	(14.3)	2	(4.7)	-		42	100
46-50	10	(100.0)	-		-		-		-		10	100
50+	4	(100.0)	-		-		-		-		4	100
TOTAL	95	(55.9)	31	(18.2)	17	(10.0)	17	(10.0)	10	(5.9)	170	100

TABLE 4.16 RESPONDENTS' QUALITY RATING OF PROFESSIONAL
ASSOCIATIONS FOR THE LIBRARY PROFESSION (BY SEX):-

<u>SEX</u>	<u>QUALITY RATING</u>			<u>TOTAL</u>	
	Important	Unimportant	Don't Know	No.	PCT
Male	102 (60.0)	2 (1.2)	3 (1.8)	107	62.9
Female	58 (34.1)	4 (2.3)	1 (0.6)	63	37.1
TOTAL	160 (94.1)	6 (3.5)	4 (2.4)	170	100.0

TABLE 4.17 IMPORTANCE OF PROFESSIONAL ASSOCIATIONS IN RELATION TO OTHER ASPECTS OF LIBRARY
DEVELOPMENT (BY SEX):-

SEX	<u>IMPORTANCE</u>			No.	PCT
	Yes	No	Don't Know		
Male	23 (13.5)	66 (38.8)	17 (10.0)	106	62.3
Female	17 (10.0)	42 (24.7)	5 (3.0)	64	37.7
TOTAL	40 (23.5)	108 (63.5)	22 (13.0)	170	100.0

TABLE 4.18 RESPONDENTS' MEMBERSHIP OF THE NIGERIAN LIBRARY ASSOCIATION
BY AGE GROUP:-

<u>AGE GROUP</u>	<u>MEMBERSHIP</u>				<u>TOTAL</u>	
	No.	YES %	No.	NO. %	No.	PCT
21-25	2	(66.7)	1	(33.3)	3	100
26-30	29	(80.6)	7	(19.4)	36	100
31-35	35	(94.6)	2	(5.4)	37	100
36-40	34	(89.5)	4	(10.5)	38	100
41-45	41	(97.6)	1	(2.4)	42	100
46-50	10	(100.0)	-	-	10	100
50+	4	(100.0)	-	-	4	100
TOTAL	155	(91.2)	15	(8.8)	170	100

TABLE 4.19 AREAS REQUIRING IMPROVEMENT IN NIGERIAN LIBRARY ASSOCIATION (NLA) ACTIVITIES

Improvement needed or over due in;	Age group of respondents							No. of Responses	Total*	PCT (n=386)*
	21-25	26-30	31-35	36-40	41-45	46-50	50+		% (n=154)	
Legal recognition	2	21	27	28	34	10	4	126	81.8	32.6
Certification	-	8	10	13	17	7	1	56	36.4	14.5
Education and Training	-	15	17	18	16	8	3	77	50.0	20.0
Public policy	-	14	13	14	16	5	2	64	41.6	16.6
Continuing education	1	8	11	19	18	5	1	63	41.0	16.3
Total	3	66	78	92	101	35	11	386		100.0

* n = 154 respondents who are members of N.L.A. The total (n) excludes one member who left the section unanswered.

+ n = 386 total number of responses.

TABLE 4.20 AREAS REQUIRING IMPROVEMENT IN NIGERIAN LIBRARY ASSOCIATION (NLA) ACTIVITIES (BY SEX)

Sex	Improvement Needed or Overdue in:					Total*	
	Legal Recognition	Certification	Education & Training	Public Policy	Continuing Education	No. of Responses	PCT (n=154)
Male	84 (66.7)	35 (62.5)	51 (66.2)	38 (59.4)	35 (55.6)	243	63.0
Female	42 (33.3)	21 (37.5)	26 (33.8)	26 (40.6)	28 (44.4)	143	37.0
Total	126 (100.0)	56(100.0)	77(100.0)	64(100.0)	63(100.0)	386	100.0

* n = 154 respondents who are members of N.L.A. The Total (n) excludes one member who left the section unanswered.

TABLE 4.21 AREAS REQUIRING IMPROVEMENT IN NIGERIAN LIBRARY ASSOCIATION (NLA) ACTIVITIES (BY SALARY RANK)

Improvement needed or overdue in:	Salary Rank*				Total + No. of Responses	PCT (n = 154)
	07 - 09	10 - 12	13 - 14	15 - 16		
Legal recognition	53 (42.1)	41 (32.5)	22 (17.5)	10 (7.9)	126 (100)	32.6
Certification	21 (37.5)	16 (28.6)	12 (21.4)	7 (12.5)	56 (100)	14.5
Education and Training	38 (49.3)	25 (32.5)	8 (10.4)	6 (7.8)	77 (100)	20.0
Public policy	25 (39.0)	22 (34.4)	11 (17.2)	6 (9.4)	64 (100)	16.6
Continuing education	32 (50.8)	20 (31.7)	8 (12.7)	3 (4.8)	63 (100)	16.3
Total	169	124	61	32	386	100.0

* Adjusted to include all library types. Amount of salary cited in text. (See Appendix ^{IV-VI: pp. 119-121} for salary scales.)

+n-154 respondents who are members of the N.L.A. The Total (n) excludes one member who left the section unanswered.

TABLE 4.22 RESPONDENTS' SALARY GRADE LEVELS IN LIBRARIES
OTHER THAN ACADEMIC *:

	<u>GRADE LEVEL</u>				<u>TOTAL</u>	
	07 - 09 No. %	10-12 No. %	13 - 14 No. %	15 - 16 No. %	No.	PCT
National/State	19 (61.3)	8 (25.8)	3 (9.7)	1 (3.2)	31	100
Public	7 (50.0)	6 (42.9)	1 (7.1)	-	14	100
Government/ Special	4 (20.0)	7 (35.0)	5 (25.0)	4 (20.0)	20	100
TOTAL	30 (46.2)	21 (32.3)	9 (13.8)	5 (7.7)	65	100

*
i.e. University, polytechnic, school and college libraries.

CHAPTER FIVE

LIBRARY AND INFORMATION WORK : CHARACTERISTICS

TABLE 5.1. RESPONDENTS' TOTAL LIBRARY EXPERIENCE BY PERIOD:-

<u>SECTION SERVED:</u>	<u>PERIOD (IN YEARS)</u>					<u>TOTAL</u>	
	Under 1 Year	1-3	4-6	7-10	11+	No. of Respon- ses. * n=170	PCT.
Acquisitions	42	36	18	7	2	105	21.3
Cataloguing and Classification	39	45	18	8	4	114	23.1
Reference and Reader Services	44	34	21	5	1	105	21.3
Serials	29	19	17	3	-	68	13.7
Administration/ Management	4	7	6	6	6	29	5.8
Other ⁺	10	51	12	-	-	73	14.8
TOTAL	168(34.0)	192(38.9)	92(18.6)	29(5.9)	13(2.6)	494**	100.0

* Missing value = 10 (out of 170) respondents who did not provide information on their library experience.

** Total no. of ticks made taking account of multiple responses.

+ See text for details (p. 87 ----)

TABLE 5.2 JOB SATISFACTION FACTORS OF RESPONDENTS

	<u>Library</u>						<u>Total</u>			
	Academic	National/ State	Public	Govt.	Special	School College	No. of Responses % (n=170)	ROW PCT	COL PCT	
	No. %	No. %	No. %	No. %	No. %	No. %				n=742
Variety	45 (67.2)	7 (10.4)	2 (3.0)	2 (3.0)	6 (8.9)	5 (7.5)	67 (39.4)	100	9.0	
Involvement with Users/service	63 (62.4)	16 (15.8)	6 (5.9)	-	12 (11.9)	4 (4.0)	101 (59.4)	100	13.6	
Social worth	18 (64.3)	5 (17.9)	1 (3.6)	-	2 (7.1)	2 (7.1)	28 (16.5)	100	3.8	
Intellectually satisfying	65 (65.6)	16 (16.2)	2 (2.0)	-	10 (10.1)	6 (6.1)	99 (58.2)	100	13.3	
Books, and library materials	47 (58.0)	14 (17.3)	8 (9.9)	1 (1.2)	7 (8.6)	4 (5.0)	81 (47.6)	100	11.0	
Colleagues/teamwork	42 (60.9)	12 (17.4)	2 (2.9)	-	9 (13.0)	4 (5.8)	69 (40.6)	100	9.3	
Responsibility	61 (52.6)	27 (23.3)	6 (5.2)	3 (2.6)	11 (9.5)	8 (6.8)	116 (68.2)	100	15.6	
Status	25 (67.6)	6 (16.2)	1 (2.7)	-	3 (8.1)	2 (5.4)	37 (21.7)	100	5.0	
Personal development	58 (58.6)	20 (20.2)	2 (2.0)	2 (2.0)	12 (12.1)	5 (5.1)	99 (58.2)	100	13.3	
Salary	32 (71.1)	3 (6.7)	1 (2.2)	-	6 (13.3)	3 (6.7)	45 (26.5)	100	6.1	
TOTAL	456 (61.4)	126 (17.1)	31 (4.1)	8 (1.1)	78 (10.5)	43 (5.8)	742*	100	100	

* Figures refer to the number of ticks made, taking account of multiple responses.

TABLE 5.3 FACTORS OF JOB SATISFACTION RELATED TO SALARY IN ACADEMIC LIBRARIES:-

	UNIVERSITY SYSTEM SCALE (USS) ⁺									TOTAL No. of Responses	PCT
	07 No. %	08 No. %	09 No. %	10 No. %	11 No. %	12 No. %	13 No. %	14 No. %	15 No. %		
Variety	13(28.9)	4 (8.9)	4 (8.9)	-	10(22.2)	2 (4.4)	5(11.1)	3(6.7)	4(8.9)	45	100
Involvement with users/ service	13(20.6)	10(15.9)	10(15.9)	3(4.8)	10(15.9)	4 (6.3)	8(12.7)	2(3.1)	3(4.8)	63	100
Social worth	1(5.6)	2(11.1)	1(5.6)	-	5(27.8)	3(16.6)	3(16.6)	2(11.1)	1(5.6)	18	100
Intellectually satis- fying	11(17.0)	6(9.2)	6(9.2)	2(3.1)	15(23.1)	3(4.6)	9(13.8)	7(10.8)	6(9.2)	65	100
Books, and library materials	4(8.5)	8(17.0)	6(12.8)	1(2.1)	10(21.3)	1(2.1)	6(12.8)	6(12.8)	5(10.6)	47	100
Colleagues/teamwork	11(26.2)	5(11.9)	4(9.5)	1(2.4)	7(16.6)	2(4.8)	6(14.3)	2(4.8)	4(9.5)	42	100
Responsibility	10(16.4)	7(11.5)	8(13.1)	1(1.6)	13(21.3)	3(5.0)	8(13.1)	7(11.5)	4(6.5)	61	100
Status	2(8.0)	1(4.0)	2(8.0)	-	8(32.0)	2(8.0)	6(24.0)	2(8.0)	2(8.0)	25	100
Personal development	12(20.7)	10(17.2)	9(15.5)	3(5.2)	12(20.7)	1(1.7)	4(6.9)	3(5.2)	4(6.9)	58	100
Salary	6(18.7)	3(9.4)	1(3.1)	2(6.3)	9(28.1)	2(6.3)	4(12.5)	3(9.3)	2(6.3)	32	100
TOTAL	83	56	51	13	99	23	59	37	35	456	100

+ Amount of salary is cited in text, see Appendixes W, V, VI - pp. 504-506

TABLE 5.4

JOB SATISFACTION FACTORS RELATED TO AGE GROUP OF RESPONDENTS:-

- 534 -

	AGE GROUP										TOTAL		ROW	COL
	21-25 No. %	26-30 No. %	31-35 No. %	36-40 No. %	41-45 No. %	46-50 No. %	50+ No. %	No. of Responses				PCT	PCT	
Variety	1 (1.5)	15 (22.4)	12 (17.9)	13 (19.4)	19 (28.4)	7 (10.4)	-	67			100	9.0	n = 742	
Involvement with users/ service	2 (2.0)	25 (24.8)	14 (13.9)	26 (25.7)	29 (28.7)	4 (4.0)	1 (0.9)	101			100	13.6		
Social worth	-	5 (17.9)	4 (14.3)	10 (35.7)	6 (21.4)	2 (7.1)	1 (3.6)	28			100	3.8		
Intellectually satisfying	1 (1.0)	15 (15.2)	20 (20.2)	22 (22.2)	30 (30.3)	7 (7.1)	4 (4.0)	99			100	13.3		
Books, and library materials	2 (2.5)	16 (19.8)	11 (13.6)	18 (22.2)	24 (29.6)	7 (8.6)	3 (3.7)	81			100	11.0		
Colleagues/teamwork	3 (4.3)	11 (15.9)	17 (24.7)	15 (21.8)	20 (29.0)	3 (4.3)	-	69			100	9.3		
Responsibility	2 (1.7)	23 (19.8)	25 (21.6)	27 (23.3)	29 (25.0)	7 (6.0)	3 (2.6)	116			100	15.6		
Status	-	4 (10.8)	5 (13.6)	14 (37.8)	9 (24.3)	4 (10.8)	1 (2.7)	37			100	5.0		
Personal development	2 (2.0)	23 (23.2)	20 (20.2)	22 (22.2)	24 (24.3)	6 (6.1)	2 (2.0)	99			100	13.3		
Salary	-	6 (13.3)	8 (17.8)	14 (31.1)	12 (26.7)	4 (8.9)	1 (2.2)	45			100	6.1		
TOTAL	13 (1.8)	143 (19.3)	136 (18.3)	181 (24.4)	202 (27.2)	51 (6.8)	16 (2.2)	742*			100	100		

* Figures refer to the number of ticks made, taking account of multiple responses.

TABLE 5.5 RESPONDENTS' LONG TERM PROFESSIONAL INTEREST IN LIBRARY AND INFORMATION WORK

	AGE GROUP								TOTAL									
	21-25		26-30		31-35		36-40		41-45		46-50		50+		No. of Responses % n=170	ROW PCT	COL PCT n=263	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
Internationalism	1	(2.0)	12	(24.5)	5	(10.2)	11	(22.5)	15	(30.6)	4	(8.2)	1	(2.0)	49	(28.8)	100	18.6
Technological innovation and libraries	2	(4.0)	11	(22.5)	11	(22.5)	12	(24.5)	10	(20.4)	3	(6.1)	-	-	49	(28.8)	100	18.6
Social Relations	-	-	7	(27.0)	1	(3.8)	12	(46.2)	5	(19.2)	1	(3.8)	-	-	26	(15.3)	100	10.0
Research and Development	1	(1.0)	25	(22.5)	25	(22.5)	19	(17.1)	27	(24.3)	10	(9.0)	4	(3.6)	111	(65.3)	100	42.2
Teaching	-	-	5	(17.9)	7	(25.0)	9	(32.1)	6	(21.4)	1	(3.6)	-	-	28	(16.5)	100	10.6
TOTAL	4	(1.5)	60	(22.8)	49	(18.6)	63	(24.0)	63	(24.0)	19	(7.2)	5	(1.9)	263*		100	100

* Figures refer to the number of ticks made, taking account of multiple responses.

CHAPTER SIX

RESPONDENTS' TASK PERFORMANCE IN LIBRARY & INFORMATION WORK :

Tables	pp.536 - 558
Figures	" 559 - 598

TABLE 6.1

LIBRARY AND INFORMATION WORK: CHARACTERISTICS

14. To what extent are the library tasks listed below part of your job? For each task that you perform, please check whether it is a primary or secondary part. *

TASK	PRIMARY	SECONDARY
Bibliography	<input type="checkbox"/>	<input type="checkbox"/>
Bindery preparation and records	<input type="checkbox"/>	<input type="checkbox"/>
Budget preparation	<input type="checkbox"/>	<input type="checkbox"/>
Cataloguing, classification and Indexing	<input type="checkbox"/>	<input type="checkbox"/>
Data processing	<input type="checkbox"/>	<input type="checkbox"/>
Filing cards and/or forms	<input type="checkbox"/>	<input type="checkbox"/>
Formal library instruction	<input type="checkbox"/>	<input type="checkbox"/>
General administration	<input type="checkbox"/>	<input type="checkbox"/>
Informal library instruction	<input type="checkbox"/>	<input type="checkbox"/>
Information work and assistance to readers	<input type="checkbox"/>	<input type="checkbox"/>
Inter library loan records	<input type="checkbox"/>	<input type="checkbox"/>
Lending Function (registration, and Circulation work)	<input type="checkbox"/>	<input type="checkbox"/>
Periodical checking	<input type="checkbox"/>	<input type="checkbox"/>
Photocopying	<input type="checkbox"/>	<input type="checkbox"/>
Policy determination	<input type="checkbox"/>	<input type="checkbox"/>
Public relations	<input type="checkbox"/>	<input type="checkbox"/>
Repairing and mending books	<input type="checkbox"/>	<input type="checkbox"/>
Selection, acquisition, and with- drawal of material	<input type="checkbox"/>	<input type="checkbox"/>
Shelving and stock maintenance	<input type="checkbox"/>	<input type="checkbox"/>

* 'Primary' and 'Secondary' are terms which, in the context of this work, are operationally defined as indicating an approximation of time spent in the performance of each task. Thus, 'primary' means that more time is spent on the task than 'secondary'. The degree of involvement has weighted values assigned to them in the scores.

TABLE 6.2 CLASSIFICATION OF LIBRARY TASKS: INDEX ITEMS

Categorised into 4 Levels:

- Level 1: High professional library tasks:
Bibliography
Budget preparation
Formal library instruction
Policy determination
Public relations
Selection
- Level 2: Low professional library tasks:
Cataloguing, classification and indexing
Informal library instruction
Information work and assistance to readers
- Level 3: High nonprofessional library tasks:
Bindery preparation and records
Data processing
General administration
Inter library loan records
Periodical checking
- Level 4: Low nonprofessional library tasks:
Filing cards and/or forms
Lending function (registration and circulation work)
Photocopying
Repairing and mending books
Shelving and stock maintenance

TABLE 6.3 WEIGHTS IN NINE-POINT SCALE OF INVOLVEMENT

NOTE: Respondents' degree of involvement with each library task were scored as: 'primary' and 'secondary'. These are terms which in the context of this work are operationally defined as indicating an approximation of time spent in the performance of each task. Thus, primary means that more time is spent on the task than secondary.

Level 1	Professional	(+4	Primary involvement
		(+3	Secondary involvement
Level 2	Professional	(+2	Primary involvement
		(+1	Secondary involvement
		0	No involvement
Level 3	Nonprofessional	(-1	Secondary involvement
		(-2	Primary involvement
Level 4	Nonprofessional	(-3)	Secondary involvement
		(-4)	

Model Scale:

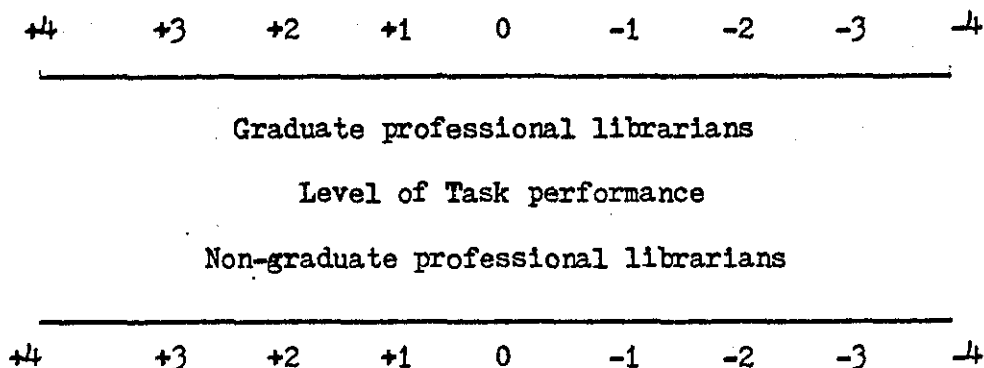


TABLE 6.4 JOB CHARACTERISTICS OF RESPONDENTS: PRIMARY LIBRARY TASKS
COMPARED WITH SALARY SCALES

LIBRARY TASKS	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Bibliography	29(47.5)	18(29.5)	11(18.0)	3(5.0)	61	100
Bindery Preparation and Records	4(44.5)	3(33.3)	2(22.2)	-	9	100
Budget Preparation	2(7.1)	10(35.7)	8(28.6)	8(28.6)	28	100
Cataloguing, Class- ification and Indexing	39(50.6)	29(37.7)	8(10.4)	1(2.3)	77	100
Data Processing	5(38.5)	6(46.1)	2(15.4)	-	13	100
Filing cards and/ or forms	28(70.0)	11(27.5)	1(2.5)	-	40	100
Formal Library instruction	19(35.2)	21(38.8)	11(20.4)	3(5.6)	54	100
General Admini- stration	17(29.8)	20(35.1)	12(21.1)	8(14.0)	57	100
Informal Library instruction	12(33.3)	13(36.1)	9(25.0)	2(5.6)	36	100
Information work & assistance to readers	38(52.1)	24(32.9)	9(12.3)	2(2.7)	73	100
Inter Library loan records	12(50.0)	8(33.3)	3(12.5)	1(4.2)	24	100
Lending Function (Registration & Cir- culation work)	11(57.9)	7(36.8)	1(5.3)	-	19	100
Periodical checking	20(58.8)	11(32.4)	3(8.8)	-	34	100
Photocopying	5(50.0)	5(50.0)	-	-	10	100
Policy determination	6(16.7)	13(36.1)	10(27.8)	7(19.4)	36	100
Public relations	27(42.2)	17(26.6)	12(18.7)	8(12.5)	64	100
Repairing and mend- ing books	4(80.0)	1(20.0)	-	-	5	100
Selection, acquisi- tion & withdrawal of material	40(45.0)	27(30.3)	14(15.7)	8(9.0)	89	100
Shelving & stock maintenance	21(55.2)	8(21.1)	8(21.1)	1(2.6)	38	100
TOTAL	339(44.2)	252(32.8)	124(16.2)	52(6.8)	767*	100

⁺ Amount indicated in text, p. 504-506

^{*} Figures refer to number of responses made.

TABLE 6.5 JOB CHARACTERISTICS OF RESPONDENTS: SECONDARY LIBRARY TASKS
COMPARED WITH SALARY SCALES

LIBRARY TASKS	SALARY SCALES ⁺								TOTAL	
	07-09		10-12		13-14		15-16		No.	PCT
	No.	%	No.	%	No.	%	No.	%		
Bibliography	18	(41.8)	16	(37.2)	6	(14.0)	3	(7.0)	43	100
Bindery preparation and records	14	(41.2)	14	(41.2)	4	(11.7)	2	(5.9)	34	100
Budget preparation	12	(41.4)	9	(31.0)	7	(24.1)	1	(3.5)	29	100
Cataloguing, classification and indexing	14	(50.0)	9	(32.2)	2	(7.1)	3	(10.7)	28	100
Data processing	7	(39.0)	5	(27.8)	3	(16.6)	3	(16.6)	18	100
Filing cards and/or forms	26	(60.5)	12	(28.0)	3	(6.9)	2	(4.6)	43	100
Formal library instruction	24	(51.1)	15	(32.0)	6	(12.7)	2	(4.2)	47	100
General administration	22	(43.1)	20	(39.2)	8	(15.7)	1	(2.0)	51	100
Informal library instruction	37	(50.7)	22	(30.1)	10	(13.7)	4	(5.5)	73	100
Information work & assistance to readers	18	(41.8)	17	(39.6)	4	(9.3)	4	(9.3)	43	100
Inter library loan records	12	(38.7)	13	(42.0)	5	(16.1)	1	(3.2)	31	100
Lending function (Registration and circulation work)	18	(50.0)	12	(33.3)	4	(11.1)	2	(5.6)	36	100
Periodical checking	12	(46.1)	10	(38.5)	2	(7.7)	2	(7.7)	26	100
Photocopying	19	(55.9)	9	(26.5)	4	(11.7)	2	(5.9)	34	100
Policy determination	17	(48.6)	8	(22.8)	9	(25.7)	1	(2.9)	35	100
Public relations	17	(63.0)	6	(22.2)	4	(14.8)	-		27	100
Repairing and mending books	14	(42.4)	12	(36.4)	4	(12.1)	3	(9.1)	33	100
Selection, acquisition and withdrawal of material	15	(51.8)	9	(31.0)	5	(17.2)	-		29	100
Shelving and stock maintenance	25	(48.1)	21	(40.4)	5	(9.6)	1	(1.9)	52	100
TOTAL	341	(47.9)	239	(33.6)	95	(13.3)	37	(5.2)	712*	100

⁺ Amount indicated in Appendix and in text pp.504-506

* Figures refer to number of responses made.

**TABLE 6.6 JOB CHARACTERISTICS OF RESPONDENTS: PRIMARY LIBRARY TASKS
COMPARED WITH QUALIFICATIONS**

LIBRARY TASKS	QUALIFICATIONS*								TOTAL	
	No.	A %	No.	B %	No.	C %	No.	D %	No.	PCT
Bibliography	42	(68.9)	-		18	(29.5)	1	(1.6)	61	100
Bindery preparation and records	7	(77.8)	-		2	(22.2)	-		9	100
Budget preparation	24	(88.9)	-		3	(11.1)	-		27	100
Cataloguing, classification and indexing	50	(64.9)	-		25	(32.5)	2	(2.6)	77	100
Data processing	10	(71.4)	-		3	(21.4)	1	(7.2)	14	100
Filing cards and/or forms	17	(43.6)	-		22	(56.4)	-		39	100
Formal library instruction	39	(72.2)	-		14	(26.0)	1	(1.8)	54	100
General administration	47	(82.5)	-		10	(17.5)	-		57	100
Informal library instruction	31	(83.8)	-		6	(16.2)	-		37	100
Information work & assistance to readers	53	(69.7)	-		23	(30.3)	-		76	100
Inter-library loan records	17	(74.0)	-		6	(26.0)	-		23	100
Lending function (registration & circulation work)	12	(63.2)	-		7	(36.8)	-		19	100
Periodical checking	21	(65.6)	-		11	(34.4)	-		32	100
Photocopying	4	(40.0)	-		6	(60.0)	-		10	100
Policy determination	32	(86.5)	-		5	(13.5)	-		37	100
Public relations	50	(75.8)	-		16	(24.2)	-		66	100
Repairing and mending books	1	(20.0)	-		4	(80.0)	-		5	100
Selection, acquisition and withdrawal of material	65	(73.9)	-		23	(26.1)	-		88	100
Shelving and stock maintenance	22	(56.4)	-		17	(43.6)	-		33	100
TOTAL	544	(70.6)	-		221	(28.7)	5	(0.7)	770	100

* A = With degree and qualified

C = No degree but qualified

B = With degree but unqualified

D = No degree and unqualified

TABLE 6.7 JOB CHARACTERISTICS OF RESPONDENTS: SECONDARY LIBRARY TASKS
COMPARED WITH QUALIFICATIONS

LIBRARY TASKS	QUALIFICATIONS*								TOTAL	
	No.	A %	No.	B %	No.	C %	No.	D %	No.	PCT
Bibliography	32	(72.7)	-		11	(25.0)	1	(2.3)	44	100
Bindery preparation and records	18	(53.0)	-		15	(44.1)	1	(2.9)	34	100
Budget preparation	21	(67.7)	-		10	(32.3)	-		31	100
Cataloguing, classification & indexing	20	(71.4)	-		8	(28.6)	-		28	100
Data processing	12	(66.7)	-		6	(33.3)	-		18	100
Filing cards and/or forms	24	(55.8)	-		16	(37.2)	3	(7.0)	43	100
Formal library instruction	36	(73.5)	-		12	(24.5)	1	(2.0)	49	100
General Administration	36	(70.6)	-		13	(25.5)	2	(3.9)	51	100
Informal library instruction	45	(63.4)	-		25	(35.2)	1	(1.4)	71	100
Information work and assistance to readers	28	(63.6)	-		16	(36.4)	-		44	100
Inter library loan records	22	(71.0)	-		9	(29.0)	-		31	100
Lending function (registration and circulation work)	24	(66.7)	-		12	(33.3)	-		36	100
Periodical checking	18	(69.2)	-		8	(30.8)	-		34	100
Policy determination	24	(72.7)	-		9	(27.3)	-		33	100
Public relations	17	(60.7)	-		11	(39.3)	-		28	100
Repairing and mending books	22	(68.8)	-		10	(31.2)	-		32	100
Selection acquisition and withdrawal of material	21	(70.0)	-		9	(30.0)	-		30	100
Shelving and stock maintenance	37	(72.5)	-		14	(27.5)	-		51	100
TOTAL	481	(67.4)	-		223	(31.2)	10	(1.4)	714	100

* A = With degree and qualified

B = With degree but unqualified

C = No degree but qualified

D = No degree and unqualified

TABLE 6.8 FEATURES OF HIGH STATUS PROFESSIONAL LIBRARY TASKS
BY INCOME (PRIMARY):

PRIMARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Bibliography	29 (47.5)	18 (29.5)	11 (18.0)	3 (5.0)	61	100
Budget preparation	2 (7.1)	10 (35.7)	8 (28.6)	8 (28.6)	28	100
Formal library instruction	19 (35.2)	21 (38.8)	11 (20.4)	3 (5.6)	54	100
Policy determination	6 (16.7)	13 (36.1)	10 (27.8)	7 (19.4)	36	100
Public relations	27 (42.2)	17 (26.6)	12 (18.7)	8 (12.5)	64	100
Selection	40 (45.0)	27 (30.3)	14 (15.7)	8 (9.0)	89	100
	TOTAL				332	100

* Amount cited in text and in Appendices ~~IV, V, VI~~ - pp-504-506 -

TABLE 6.9 FEATURES OF HIGH STATUS PROF-ESSIONAL LIBRARY TASKS
BY INCOME (SECONDARY) :

SECONDARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Bibliography	18 (41.8)	16 (37.2)	6 (14.0)	3 (7.0)	43	100
Budget preparation	12 (41.4)	9 (31.0)	7 (24.1)	1 (3.5)	29	100
Formal library instruction	24 (51.1)	15 (32.0)	6 (12.7)	2 (4.2)	47	100
Policy determination	17 (48.6)	8 (22.8)	9 (25.7)	1 (2.9)	35	100
Public relations	17 (63.0)	6 (22.2)	4 (14.8)	-	27	100
Selection	15 (51.8)	9 (31.0)	5 (17.2)	-	29	100
	TOTAL				210	100

+ Amount cited in text and in Appendixes IV, V, VI - pp 504-506 -

**TABLE 6.10 FEATURES OF HIGH STATUS PROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (PRIMARY) :-**

<u>PRIMARY TASKS</u>	<u>QUALIFICATIONS</u> *				<u>TOTAL</u>	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Bibliography	42 (68.9)	-	18 (29.5)	1 (1.6)	61	100
Budget Preparation	24 (88.9)	-	3 (11.1)	-	27	100
Formal library instruction	39 (72.2)	-	14 (26.0)	1 (1.8)	54	100
Policy determination	32 (86.5)	-	5 (13.5)	-	37	100
Public relations	50 (75.8)	-	16 (24.2)	-	66	100
Selection	65 (73.9)	-	23 (26.1)	-	88	100
	TOTAL				333	100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.11 FEATURES OF HIGH STATUS PROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (SECONDARY):-

<u>SECONDARY TASKS</u>	<u>QUALIFICATIONS *</u>				<u>TOTAL</u>	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Bibliography	32 (72.7)	-	11 (25.0)	1 (2.3)	44	100
Budget preparation	21 (67.7)	-	10 (32.3)	-	31	100
Formal library Instruction	36 (73.5)	-	12 (24.5)	1 (2.0)	49	100
Policy determination	24 (72.7)	-	9 (27.3)	-	33	100
Public relations	17 (60.7)	-	11 (39.3)	-	28	100
Selection	21 (70.0)	-	9 (30.0)	-	30	100
				TOTAL	215	100

*A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.12 FEATURES OF LOW STATUS PROFESSIONAL LIBRARY TASKS
BY INCOME (PRIMARY)

PRIMARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Cataloguing classification and indexing	39 (50.6)	29 (37.7)	8 (10.4)	1 (1.3)	77	100
Informal library instruction	12 (33.3)	13 (36.1)	9 (25.0)	2 (5.6)	36	100
Information work and assistance to readers	38 (52.1)	24 (32.9)	9 (12.3)	2 (2.7)	73	100
	TOTAL				186	100

* Amount cited in text and in Appendixes IV, V, VI - pp 504-506

TABLE 6.13 FEATURES OF LOW STATUS PROFESSIONAL LIBRARY TASKS
BY INCOME (SECONDARY):

SECONDARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Cataloguing classification and indexing	14 (50.0)	9 (32.2)	2 (7.1)	3 (10.7)	28	100
Informal library instruction	37 (50.7)	22 (30.1)	10 (13.7)	4 (5.5)	73	100
Information work and assistance to readers	18 (41.8)	17 (39.6)	4 (9.3)	4 (9.3)	43	100
	TOTAL				144	100

* Amount cited in text and in Appendixes ~~IV, V, VI~~ pp ~~504-506~~

**TABLE 6.14. FEATURES OF LOW STATUS PROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (PRIMARY):**

<u>PRIMARY TASKS:</u>	QUALIFICATIONS *				TOTAL	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Cataloguing, classification and indexing	50 (64.9)	-	25 (32.5)	2 (2.6)	77	100
Informal library instruction	31 (83.8)	-	6 (16.2)	-	37	100
Information work and assistance to readers	53 (69.7)	-	23 (30.3)	-	76	100
				TOTAL	190	100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.15 . FEATURES OF LOW STATUS PROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (SECONDARY):

SECONDARY TASKS:	QUALIFICATIONS *				TOTAL	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Cataloguing, classification and indexing	20 (71.4)	-	8 (28.6)	-	28	100
Informal library instruction	45 (63.4)	-	25 (35.2)	1 (1.4)	71	100
Information work and assistance to readers	28 (63.6)	-	16 (36.4)	-	44	100
				TOTAL	143	100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.16 FEATURES OF HIGH STATUS NONPROFESSIONAL LIBRARY TASKS
BY INCOME (PRIMARY):

PRIMARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Bindery preparation and records	4 (44.5)	3 (33.3)	2 (22.2)	-	9	100
Data processing	5 (38.5)	6 (46.1)	2 (15.4)	-	13	100
General administration	17 (29.8)	20 (35.1)	12 (21.1)	8 (14.0)	57	100
Inter library loan records	12 (50.0)	8 (33.3)	3 (12.5)	1 (4.2)	24	100
Periodical checking	20 (58.8)	11 (32.4)	3 (8.8)	-	34	100
	TOTAL				137	100

+ Amount cited in text and in Appendixes IV, V, VI - pp 504-506

TABLE 6.17 FEATURES OF HIGH STATUS NONPROFESSIONAL LIBRARY TASKS

BY INCOME (SECONDARY):-

SECONDARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Bindery preparation and records	14 (41.2)	14 (41.2)	4 (11.7)	2 (5.9)	34	100
Data processing	7 (39.0)	5 (27.8)	3 (16.6)	3 (16.6)	18	100
General administration	22 (43.1)	20 (39.2)	8 (15.7)	1 (2.0)	51	100
Inter library loan records	12 (38.7)	13 (42.0)	5 (16.1)	1 (3.2)	31	100
Periodical checking	12 (46.1)	10 (38.5)	2 (7.7)	2 (7.7)	26	100
				TOTAL	160	100

* Amount cited in text and in Appendixes IV, V, VI - pp 504-506

TABLE 6.18 FEATURES OF HIGH STATUS NONPROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (PRIMARY):-

<u>PRIMARY TASKS:</u>	<u>QUALIFICATIONS</u> *				<u>TOTAL</u>	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Bindery preparation and records	7 (77.8)	-	2 (22.2)	-	9	100
Data processing	10 (71.4)	-	3 (21.4)	1 (7.2)	14	100
General administration	47 (82.5)	-	10 (17.5)	-	57	100
Inter library loan records	17 (74.0)	-	6 (26.0)	-	23	100
Periodical checking	21 (65.6)	-	11 (34.4)	-	32	100
TOTAL					135	100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.19. FEATURES OF HIGH STATUS NONPROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (SECONDARY) :-

<u>SECONDARY TASKS:</u>	<u>QUALIFICATIONS *</u>				<u>TOTAL</u>	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Bindery preparation and records	18 (53.0)	-	15 (44.1)	1 (2.9)	34	100
Data processing	12 (66.7)	-	6 (33.3)	-	18	100
General administration	36 (70.6)	-	13 (25.5)	2 (3.9)	51	100
Inter library loan records	22 (71.0)	-	9 (29.0)	-	31	100
Periodical checking	18 (69.2)	-	8 (30.8)	-	26	100
					TOTAL	160
						100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

TABLE 6.20 FEATURES OF LOW STATUS NONPROFESSIONAL LIBRARY TASKS

BY INCOME (PRIMARY) :-

PRIMARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Filing cards and/or forms	28 (70.0)	11 (27.5)	1 (2.5)	-	40	100
Lending function (registration and circulation work)	11 (57.9)	7 (36.8)	1 (5.3)	-	19	100
Photocopying	5 (50.0)	5 (50.0)	-	-	10	100
Repairing and mending books	4 (80.0)	1 (20.0)	-	-	5	100
Shelving and stock maintenance	21 (55.2)	8 (21.1)	8* (21.1)	1* (2.6)	38	100
					TOTAL	112 100

* Respondents indicated their tasks clearly as stock maintenance rather than shelving.

+ Amount cited in text and in Appendixes IV, V, VI - pp 504-506

TABLE 6.21. FEATURES OF LOW STATUS NONPROFESSIONAL LIBRARY TASKS
BY INCOME (SECONDARY):

SECONDARY TASKS:	SALARY SCALES ⁺				TOTAL	
	07-09 No. %	10-12 No. %	13-14 No. %	15-16 No. %	No.	PCT
Filing cards and/or forms	26 (60.5)	12 (28.0)	3 (6.9)	2 (4.6)	43	100
Lending function (registration and circulation work)	18 (50.0)	12 (33.3)	4 (11.1)	2 (5.6)	36	100
Photocopying	19 (55.9)	9 (26.5)	4 (11.7)	2 (5.9)	34	100
Repairing and mending books	14 (42.4)	12 (36.4)	4 (12.1)	3 (9.1)	33	100
Shelving and stock maintenance	25 (48.1)	21 (40.4)	5* (9.6)	1* (1.9)	52	100
				TOTAL	198	100

+ Amount cited in text and in Appendixes IV, V, VI - pp 504-506

* Respondents indicated their tasks clearly as stock maintenance rather than shelving.

TABLE 6.22 FEATURES OF LOW STATUS NONPROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (PRIMARY):

PRIMARY TASKS:	QUALIFICATIONS *				TOTAL	
	A No. %	B No. %	C No. %	D No. %	No.	PCT
Filing cards and/ or Forms	17 (43.6)	-	22 (56.4)	-	39	100
Lending Function	12 (63.2)	-	7 (36.8)	-	19	100
Photocopying	4 (40.0)	-	6 (60.0)	-	10	100
Repairing and mending books	1 (20.0)	-	4 (80.0)	-	5	100
Shelving and stock maintenance	22 ⁺ (56.4)	-	17 (43.6)	-	39	100
	TOTAL				112	100

- * A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

^{Some}
 + Respondents indicated their tasks clearly as stock maintenance
 rather than shelving.

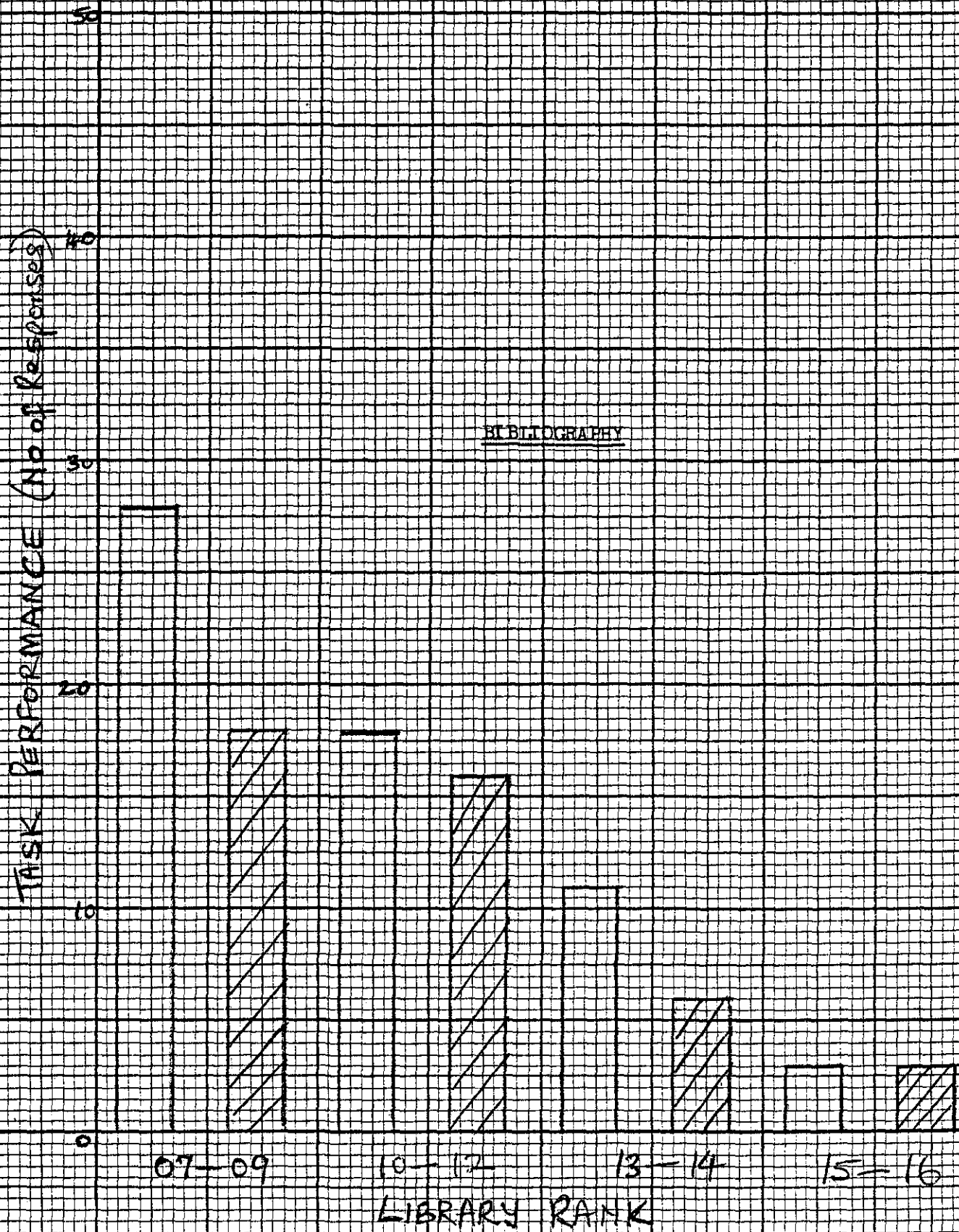
TABLE 6.23 FEATURES OF LOW STATUS NONPROFESSIONAL LIBRARY TASKS
BY QUALIFICATIONS (SECONDARY):

SECONDARY TASKS	QUALIFICATIONS *				TOTAL	
	A No. %	B No. %	C No. %	D No. %	No.	PCT.
Filing cards and/ or Forms	24 (55.8)	-	16 (37.2)	3 (7.0)	43	100
Lending Function	24 (66.7)	-	12 (33.3)	-	36	100
Photocopying	24 (70.6)	-	9 (26.5)	1 (2.9)	34	100
Repairing and mending books	22 (68.8)	-	10 (31.2)	-	32	100
Shelving and stock maintenance	37 ⁺ (72.5)	-	14 (27.5)	-	51	100
	TOTAL				196	100

* A = With degree and qualified
 B = With degree but unqualified
 C = No degree but qualified
 D = No degree and unqualified

+ Some Respondents indicated their tasks clearly as stock maintenance rather than shelving.

TASK PERFORMANCE BY LIBRARY RANKS: BIBLIOGRAPHY



KEY:

☐ PRIMARY

☒ SECONDARY

TASK PERFORMANCE BY LIBRARY RANK: BINDERY

TASK PERFORMANCE (No. of Responses)

BINDERY

07-09

10-12

13-14

15-16

LIBRARY RANK

KEY:



PRIMARY



SECONDARY

50

40

30

20

10

0

TASK PERFORMANCE BY LIBRARY RANK: BUDGET

TASK PERFORMANCE (No of Responses)

BUDGET

07-09

10-12

13-14

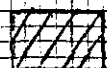
15-16

LIBRARY RANK

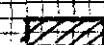
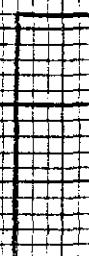
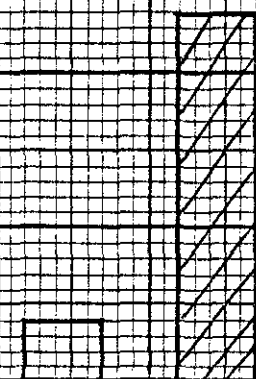
KEY



PRIMARY



SECONDARY



TASK PERFORMANCE BY LIBRARY RANKS:- CATALOGUING.

CATALOGUING, CLASSIFICATION, & INDEXING.

TASK PERFORMANCE (No of Responses)

50
40
30
20
10
0

07-09

10-12

13-14

15-16

LIBRARY RANK

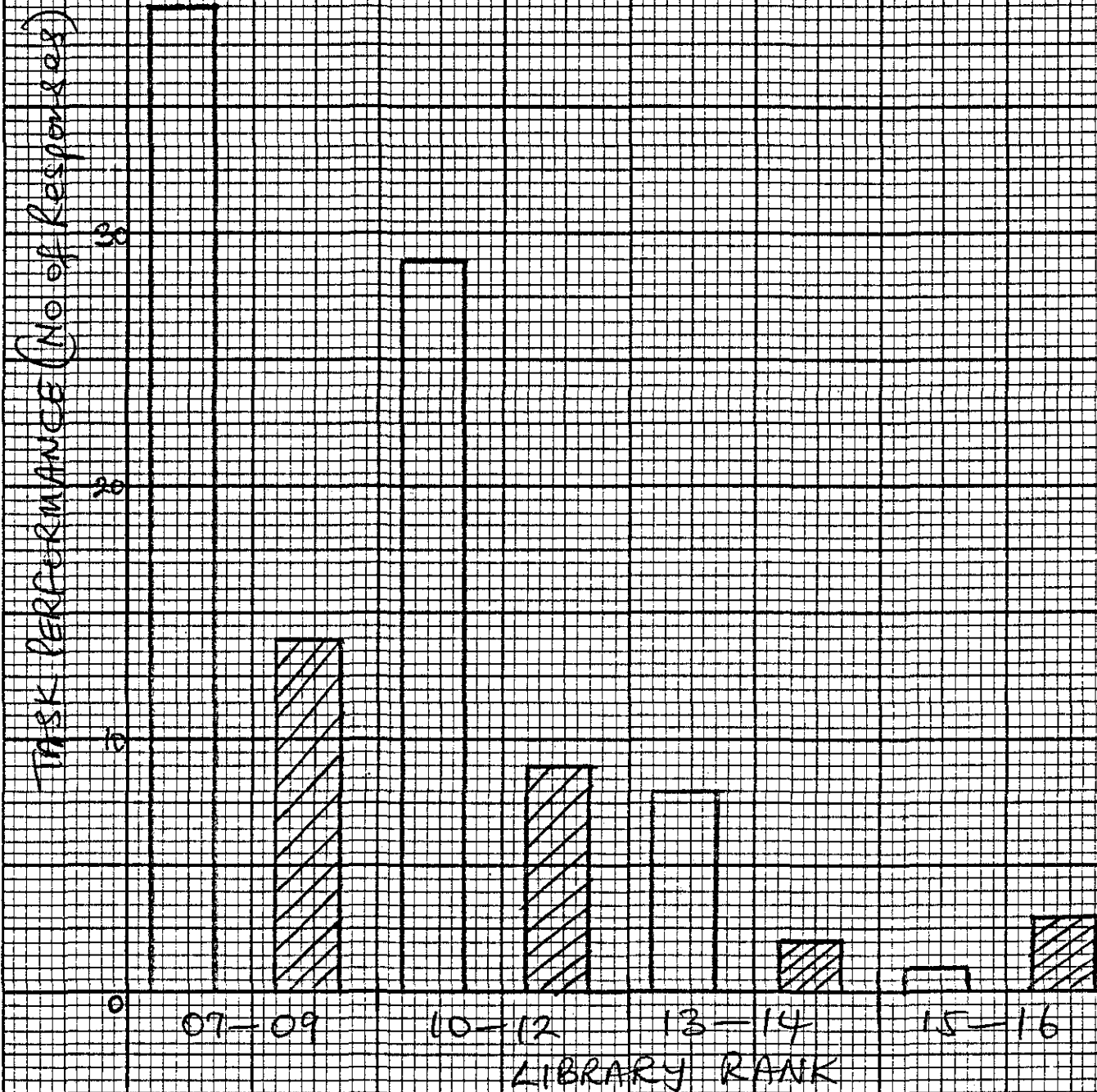
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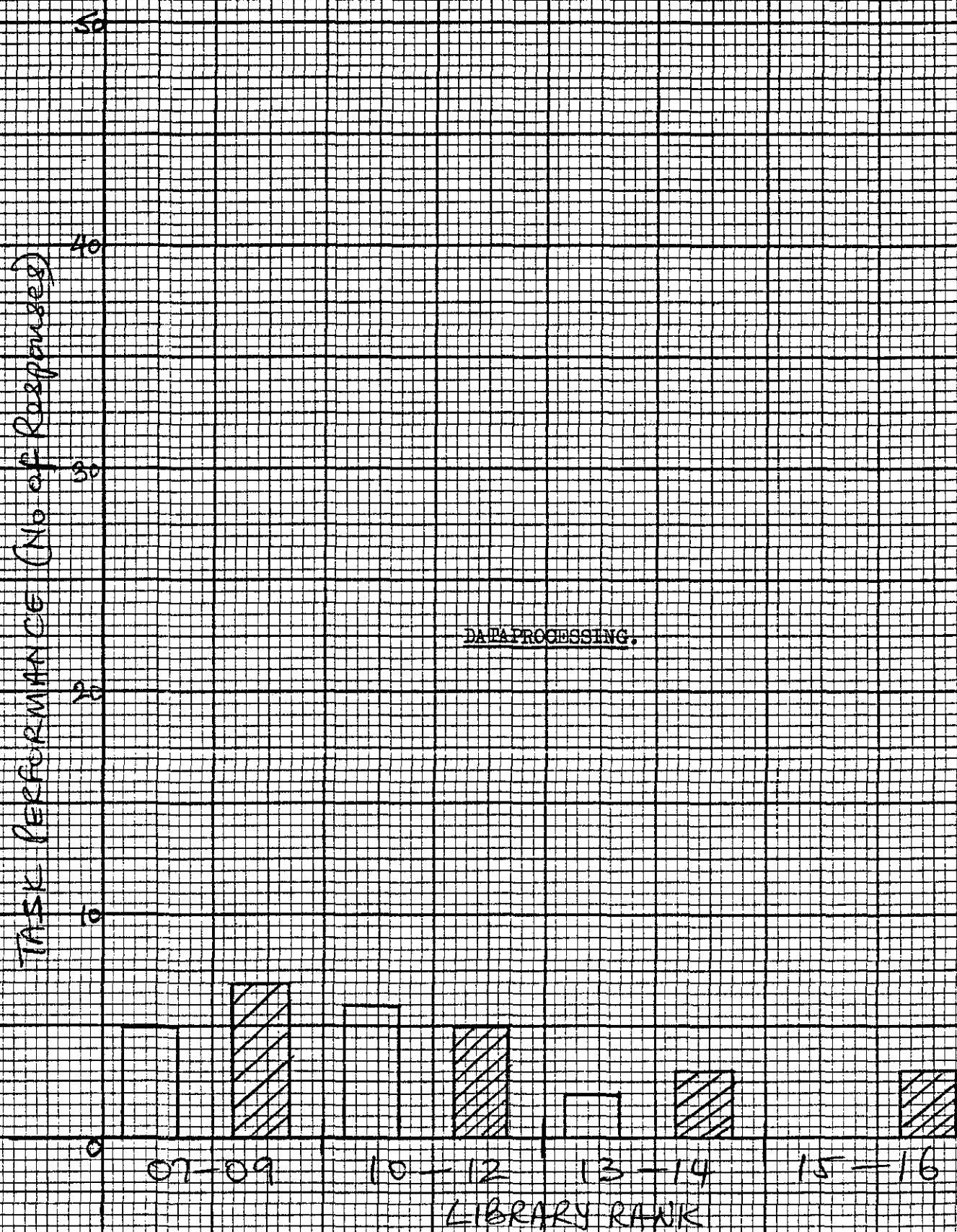
PRIMARY



SECONDARY



TASK PERFORMANCE BY LIBRARY RANKS; DATA PROCESSING

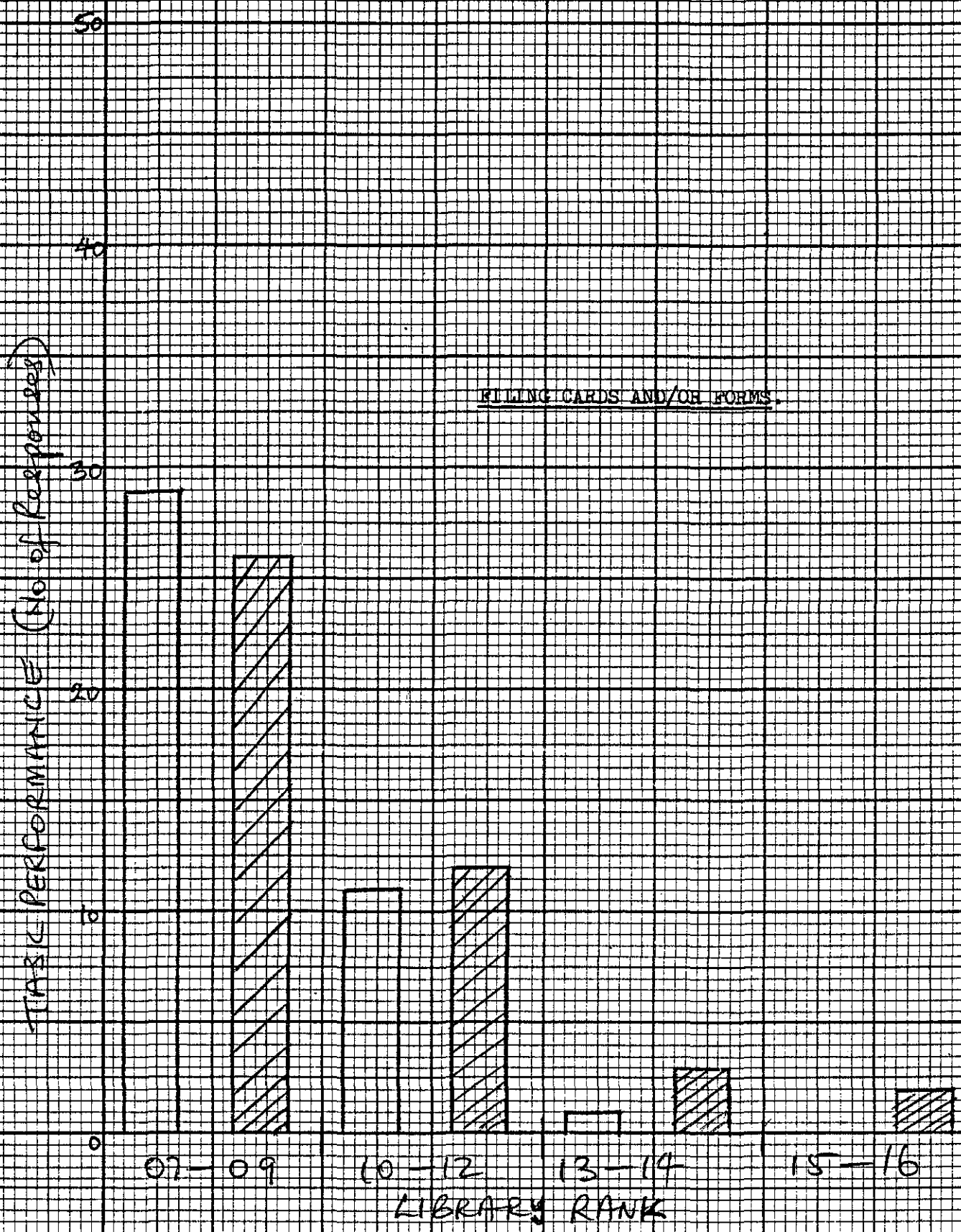


KEY:

PRIMARY

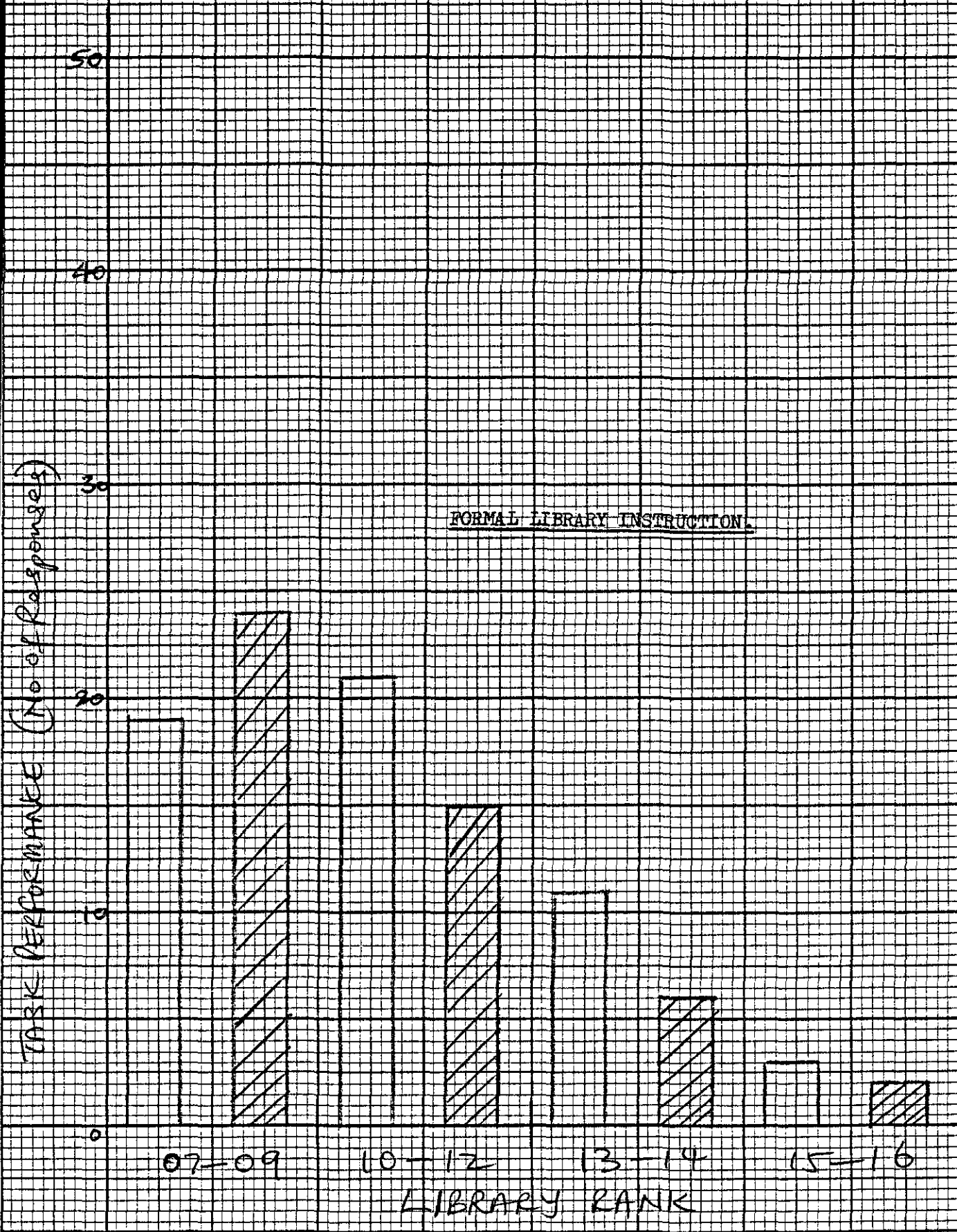
SECONDARY



Fig. 5.5.5
TASK PERFORMANCE BY LIBRARY RANKS FILING



KEY:
PRIMARY
SECONDARY

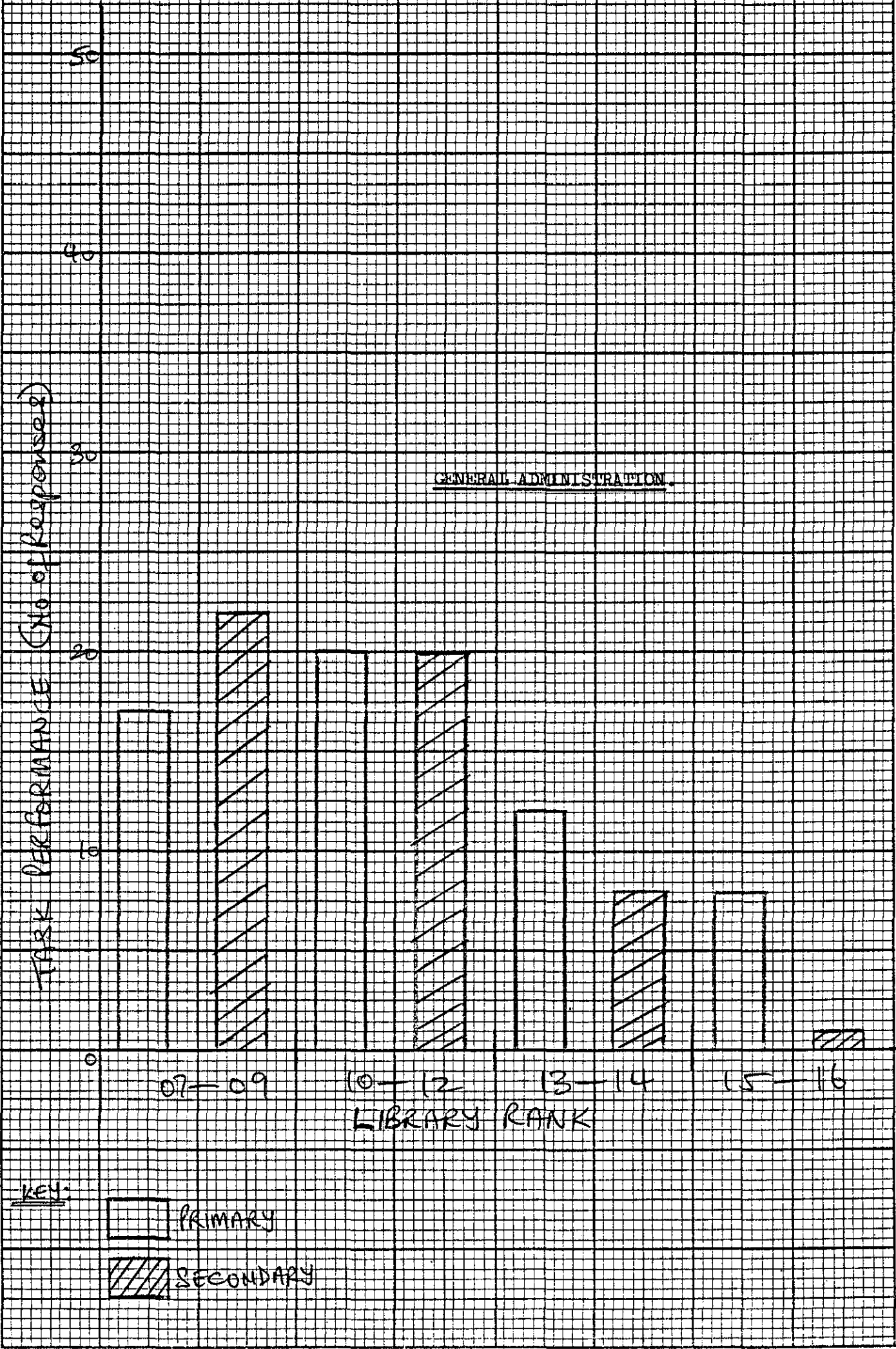
FIG. 3.7. TASK PERFORMANCE BY LIBRARY RANK: FORMAL LIBRARY INSTRUCTION.



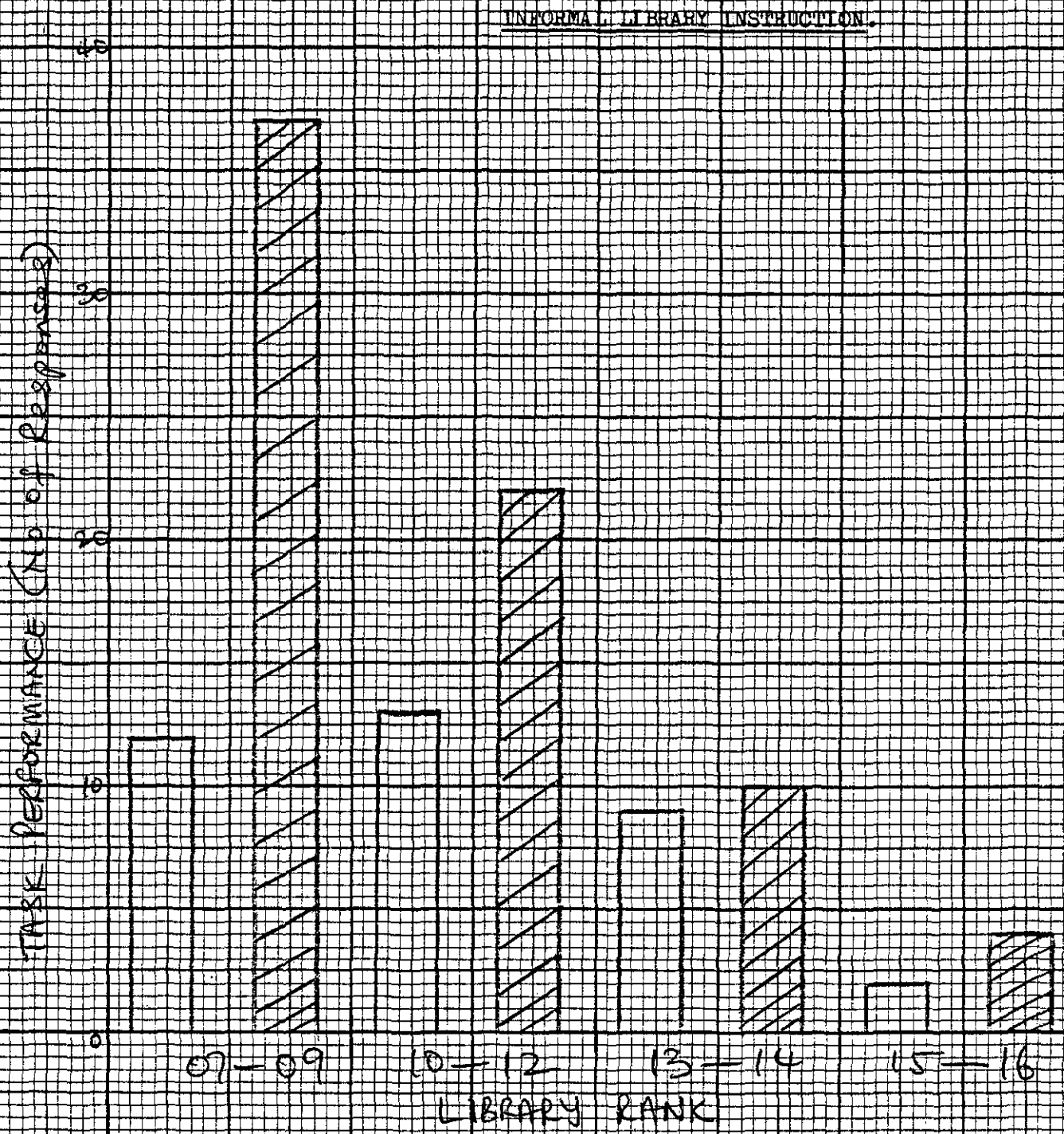
KEY:  PRIMARY
 SECONDARY

- 388 -



TASK PERFORMANCE BY LIBRARY RANK : GENERAL ADMINISTRATION



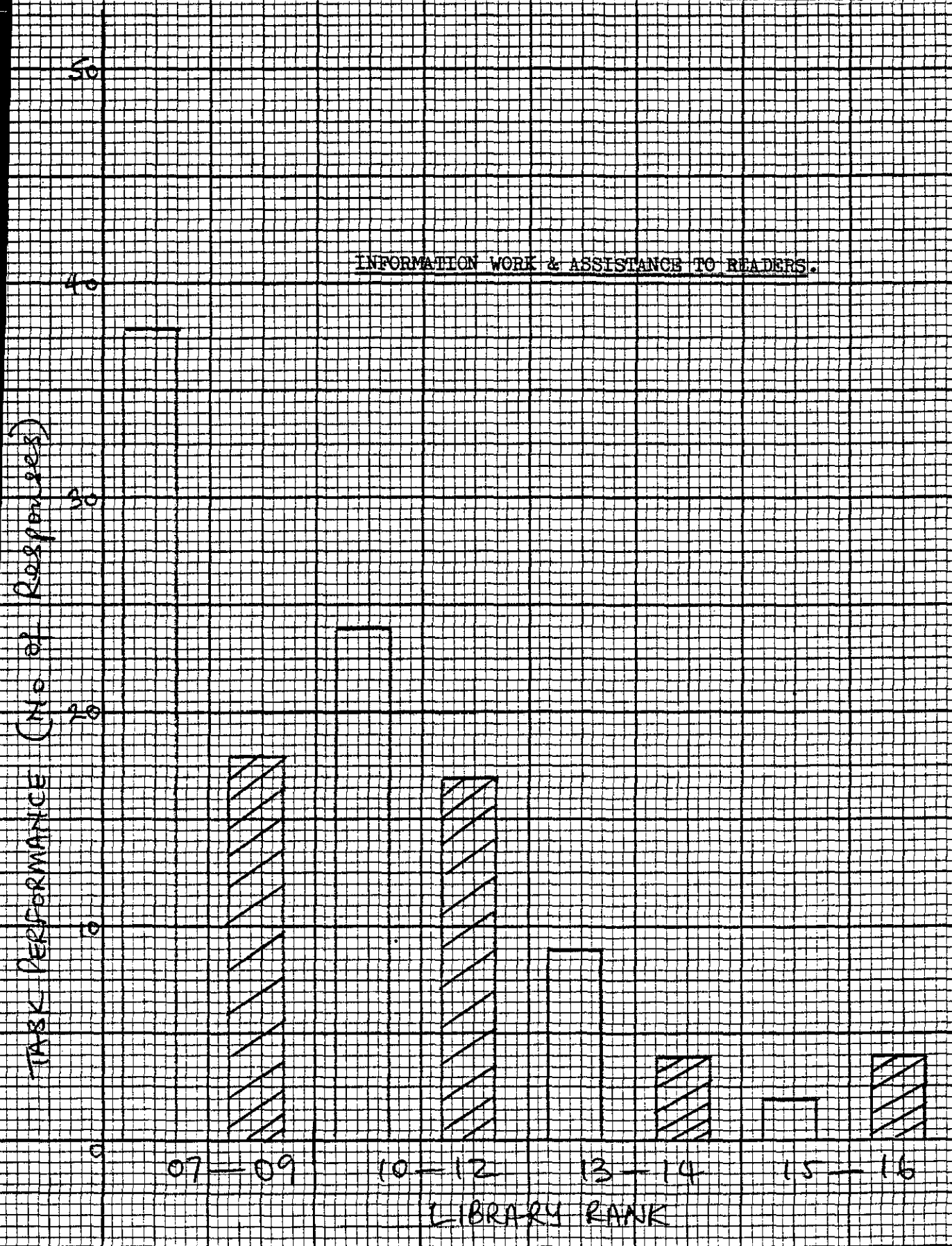
TASK PERFORMANCE BY LIBRARY RANK: INFORMAL LIBRARY INSTRUCTION



KEY:

	PRIMARY
	SECONDARY

TASK PERFORMANCE BY LIBRARY RANK: INFORMATION WORK:

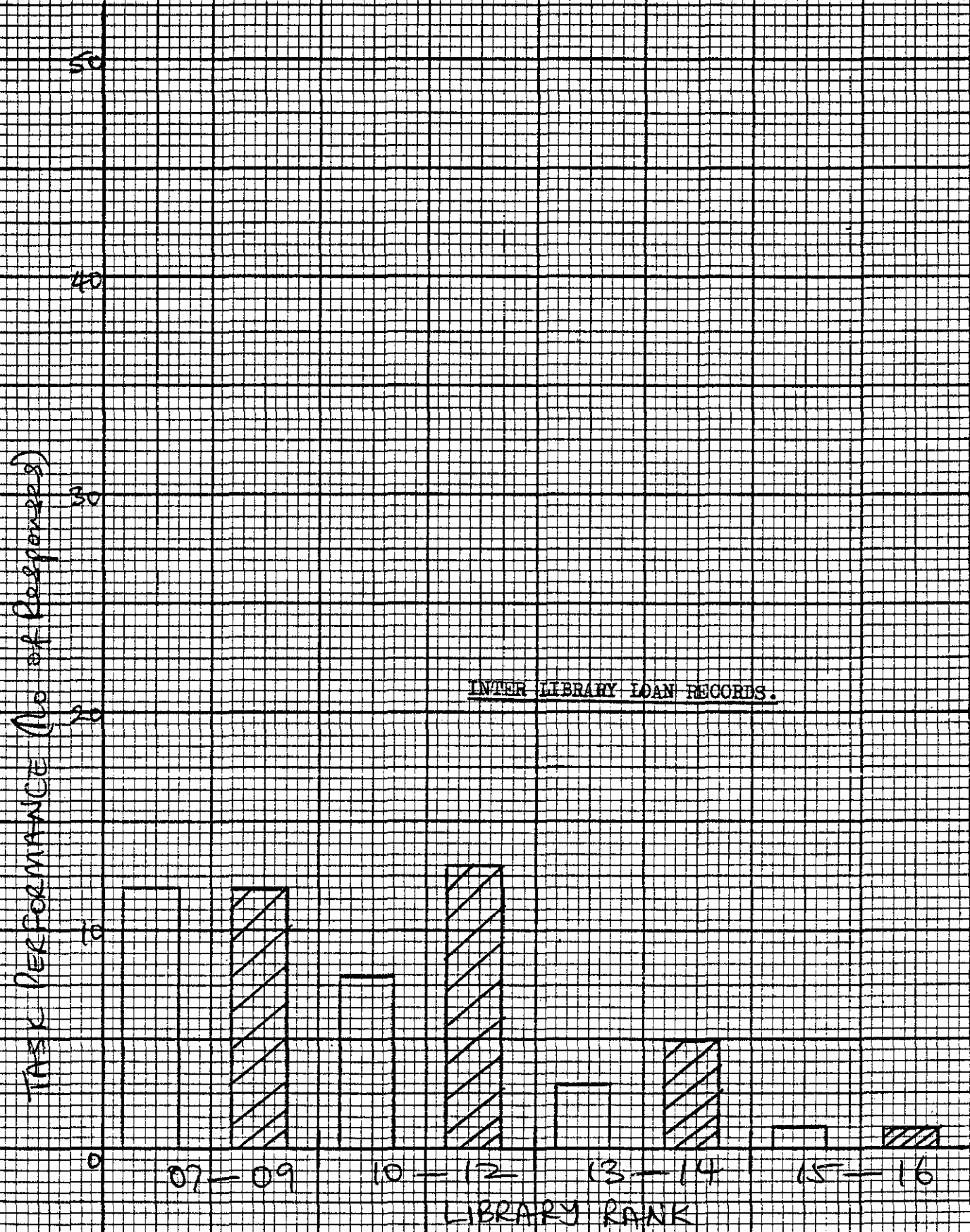




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PRIMARY

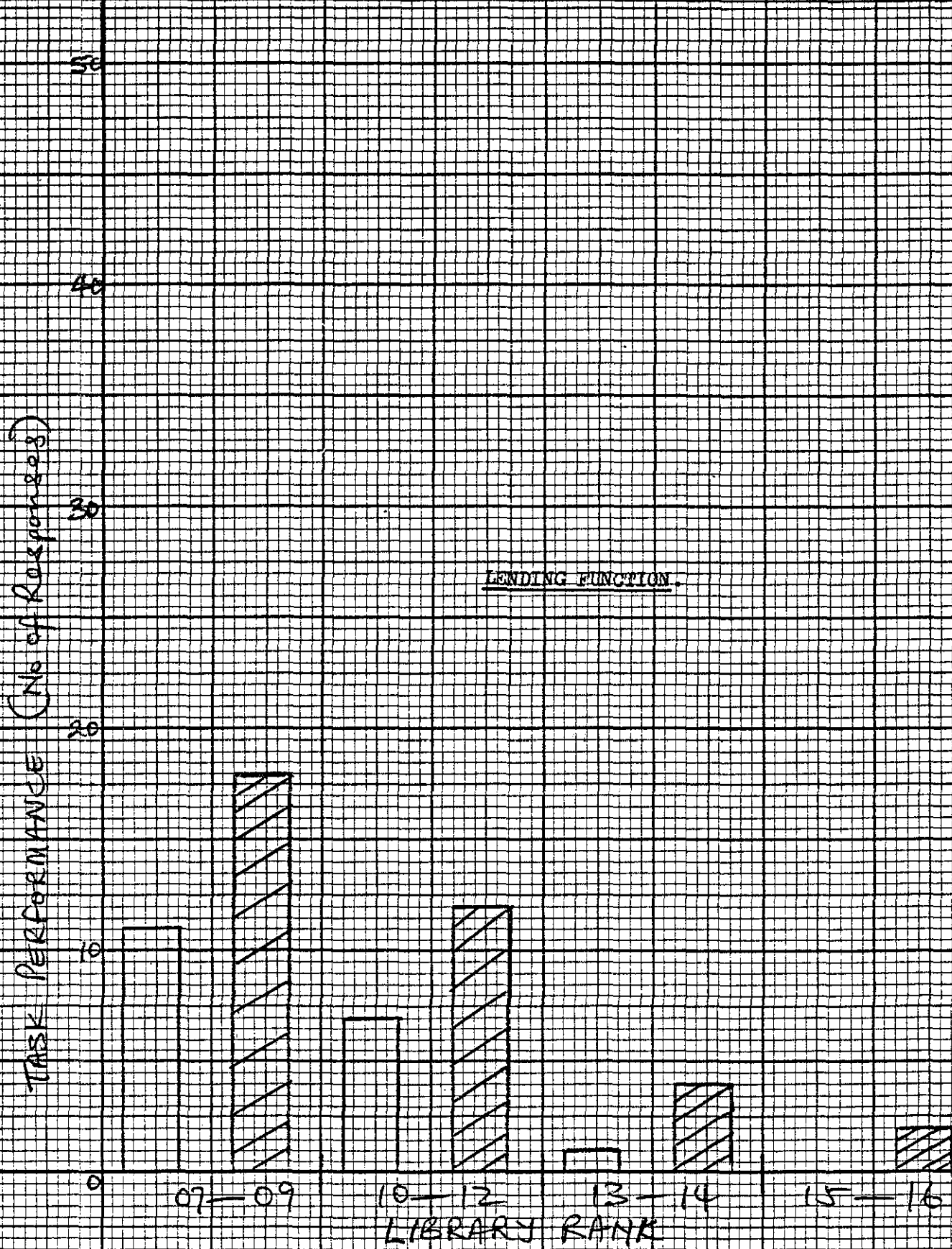
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TASK PERFORMANCE BY LIBRARY RANK: INTER LIBRARY LOAN RECORDS



KEY:  PRIMARY
 SECONDARY

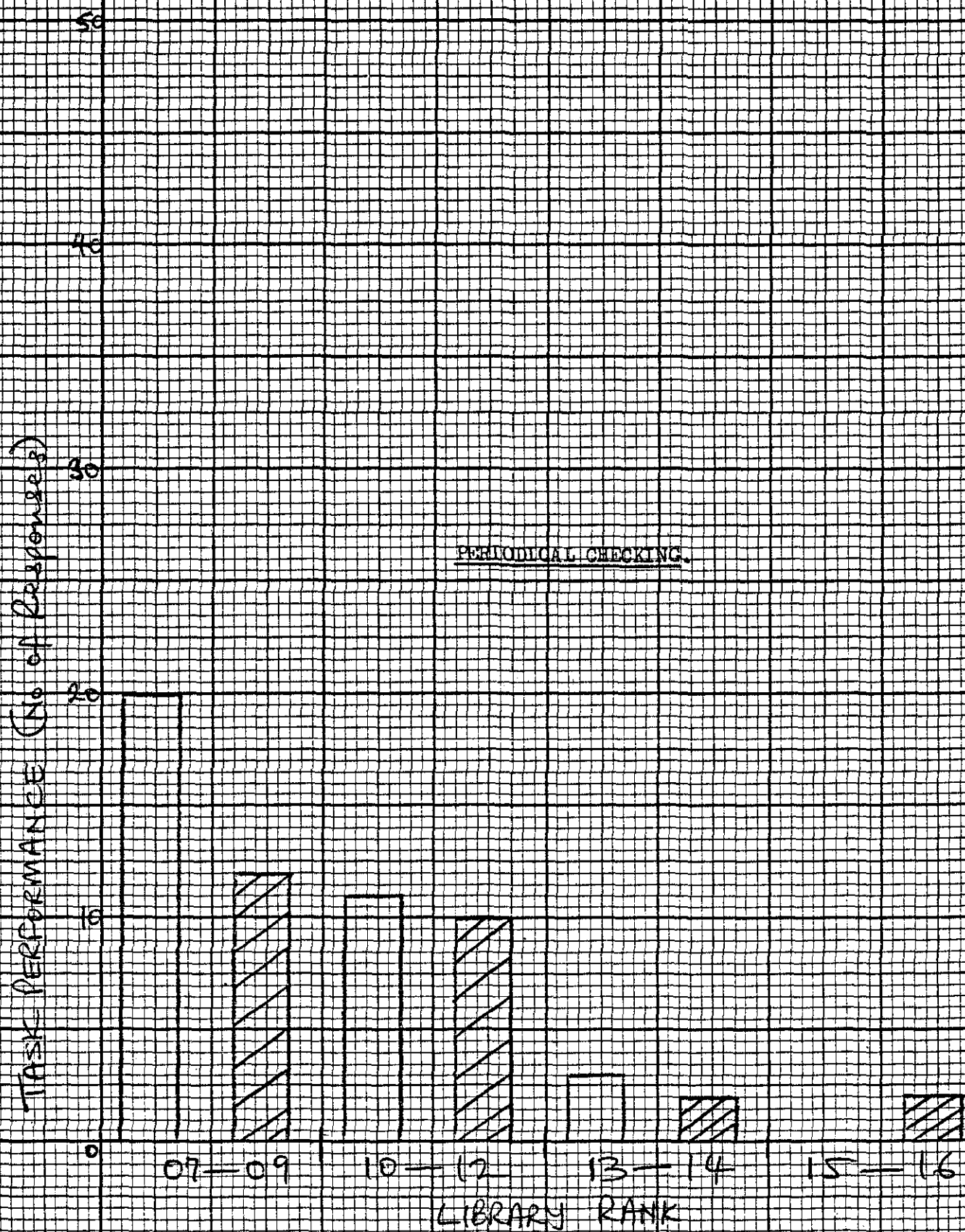
TASK PERFORMANCE BY LIBRARY RANK; LENDING FUNCTION



KEY:

	PRIMARY
	SECONDARY

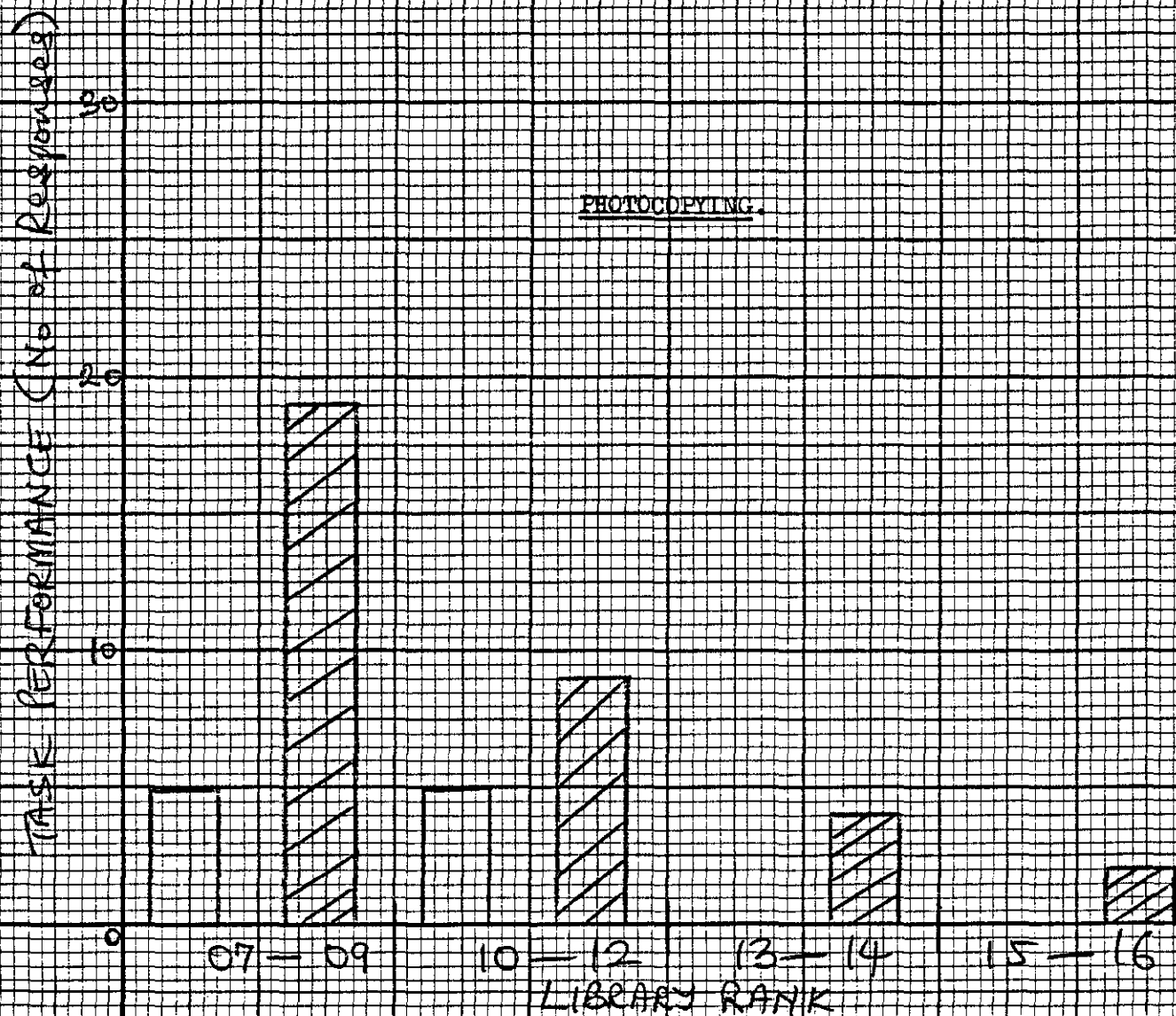
TASK PERFORMANCE BY LIBRARY RANK: PERIODICAL CHECKING



KEY:

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	SECONDARY

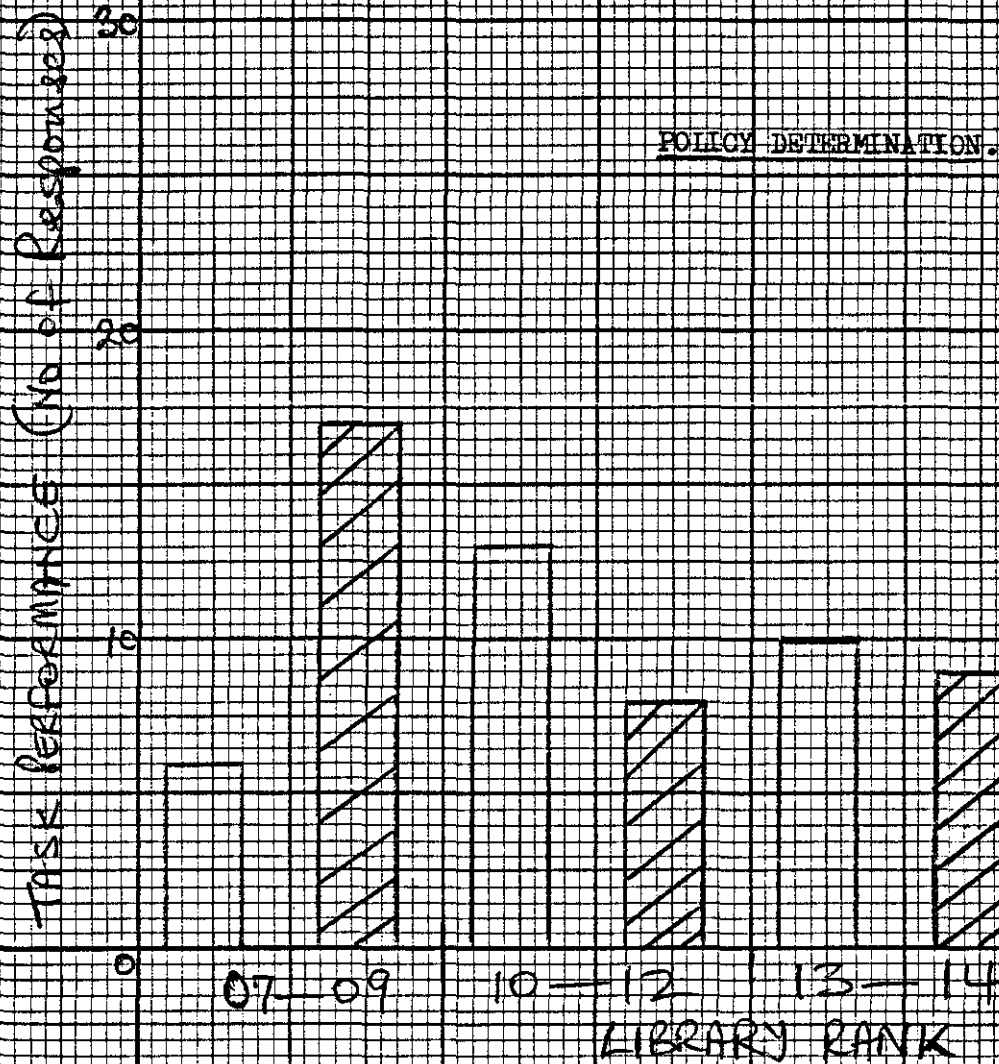
TASK PERFORMANCE BY LIBRARY RANK: PHOTOCOPYING



KEY:

	PRIMARY
	SECONDARY

TASK PERFORMANCE BY LIBRARY RANK: POLICY DETERMINATION



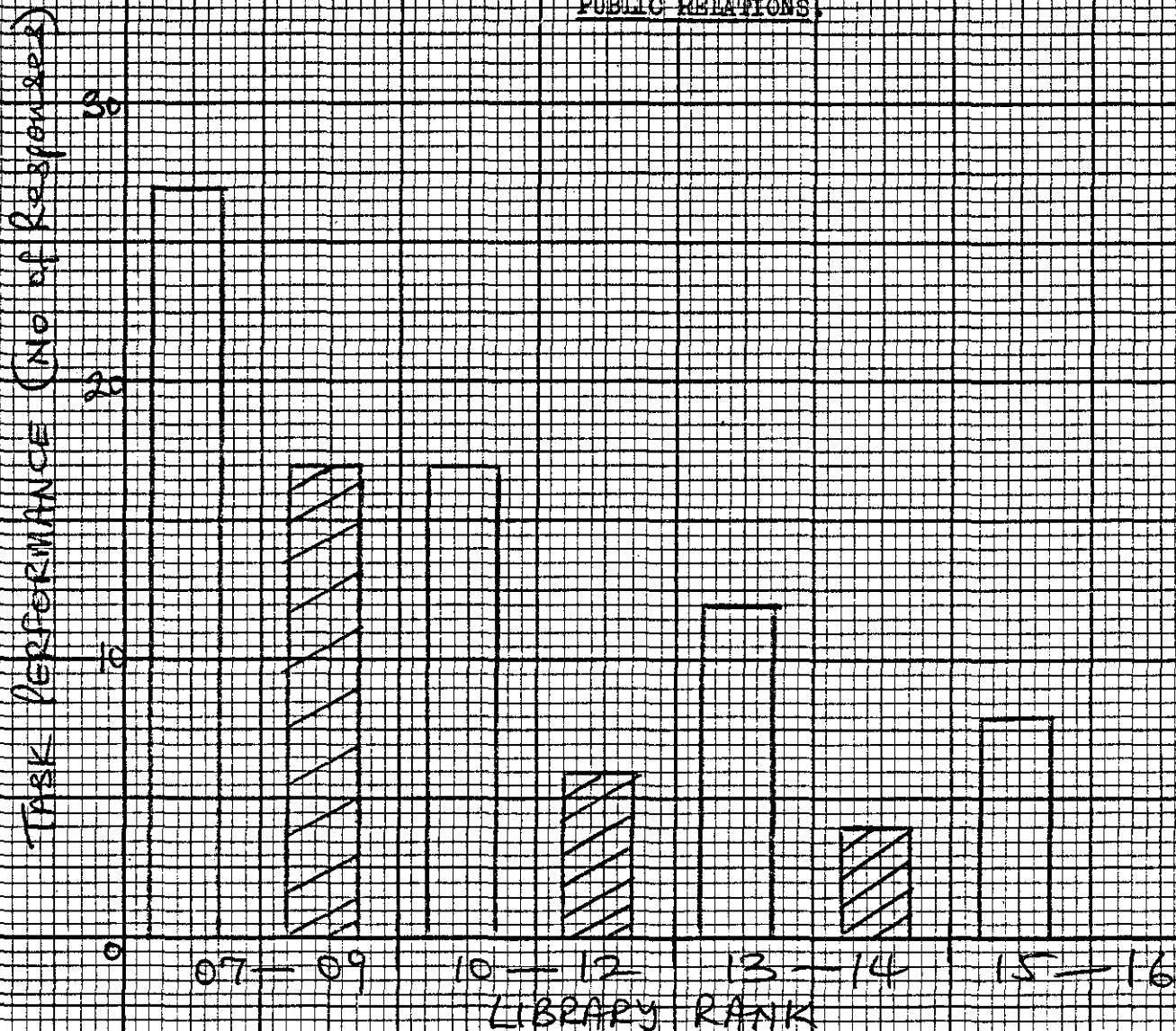
KEY:

PRIMARY

SECONDARY

TASK PERFORMANCE BY LIBRARY RANK; PUBLIC RELATIONS

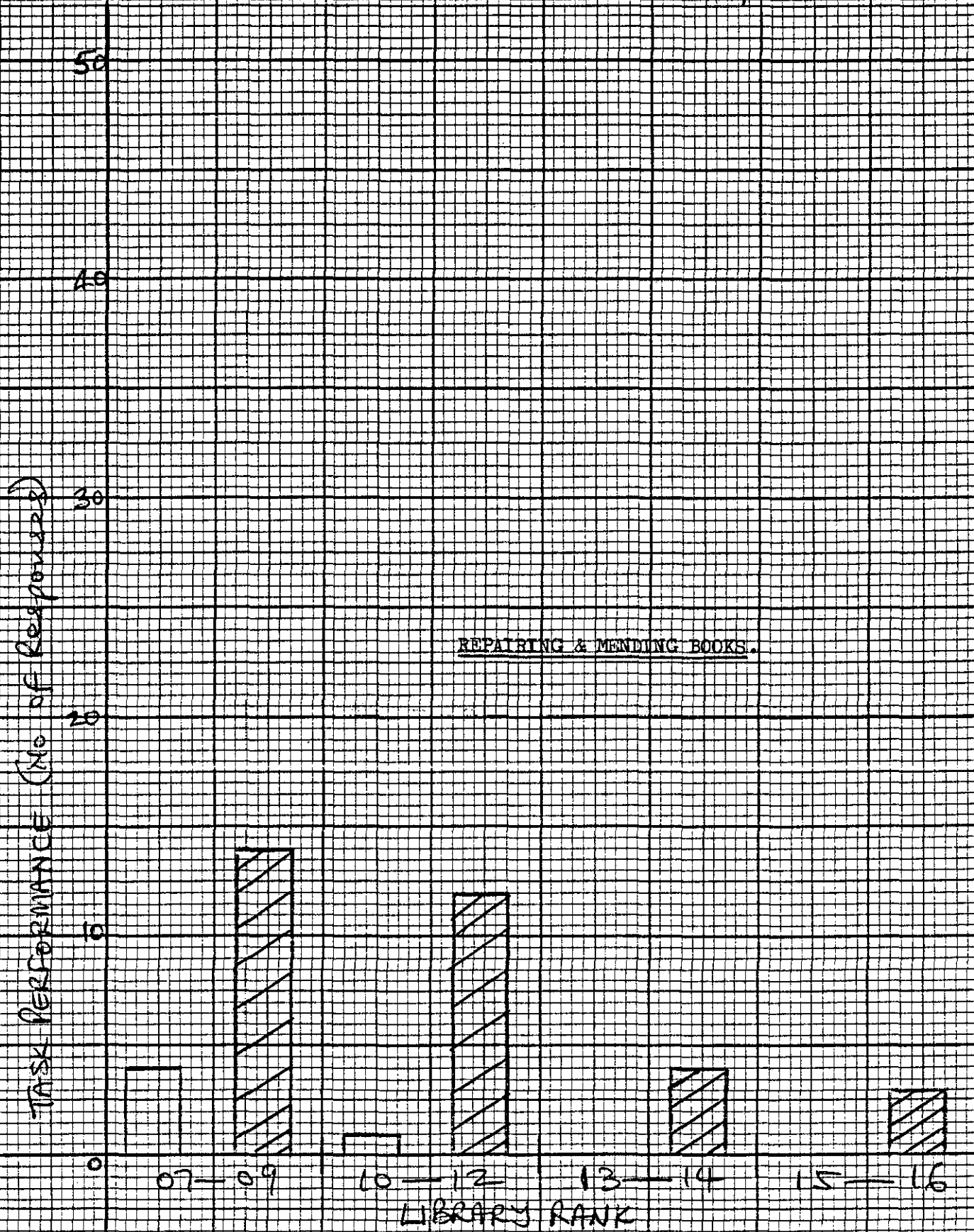
PUBLIC RELATIONS



KEY:

PRIMARY
SECONDARY

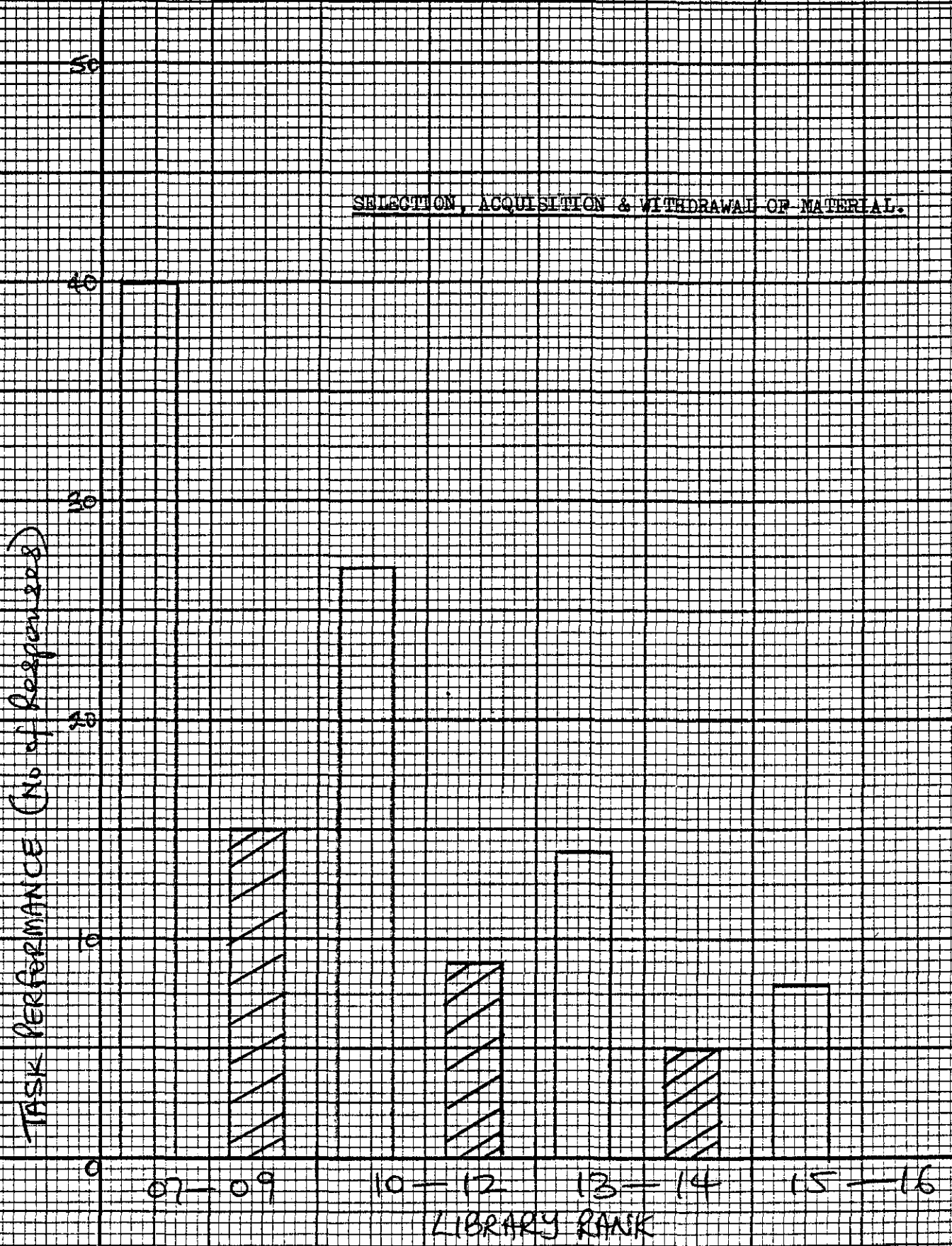
TASK PERFORMANCE BY LIBRARY RANK : REPAIRING/MENDING BOOKS



KEY:

	PRIMARY
	SECONDARY

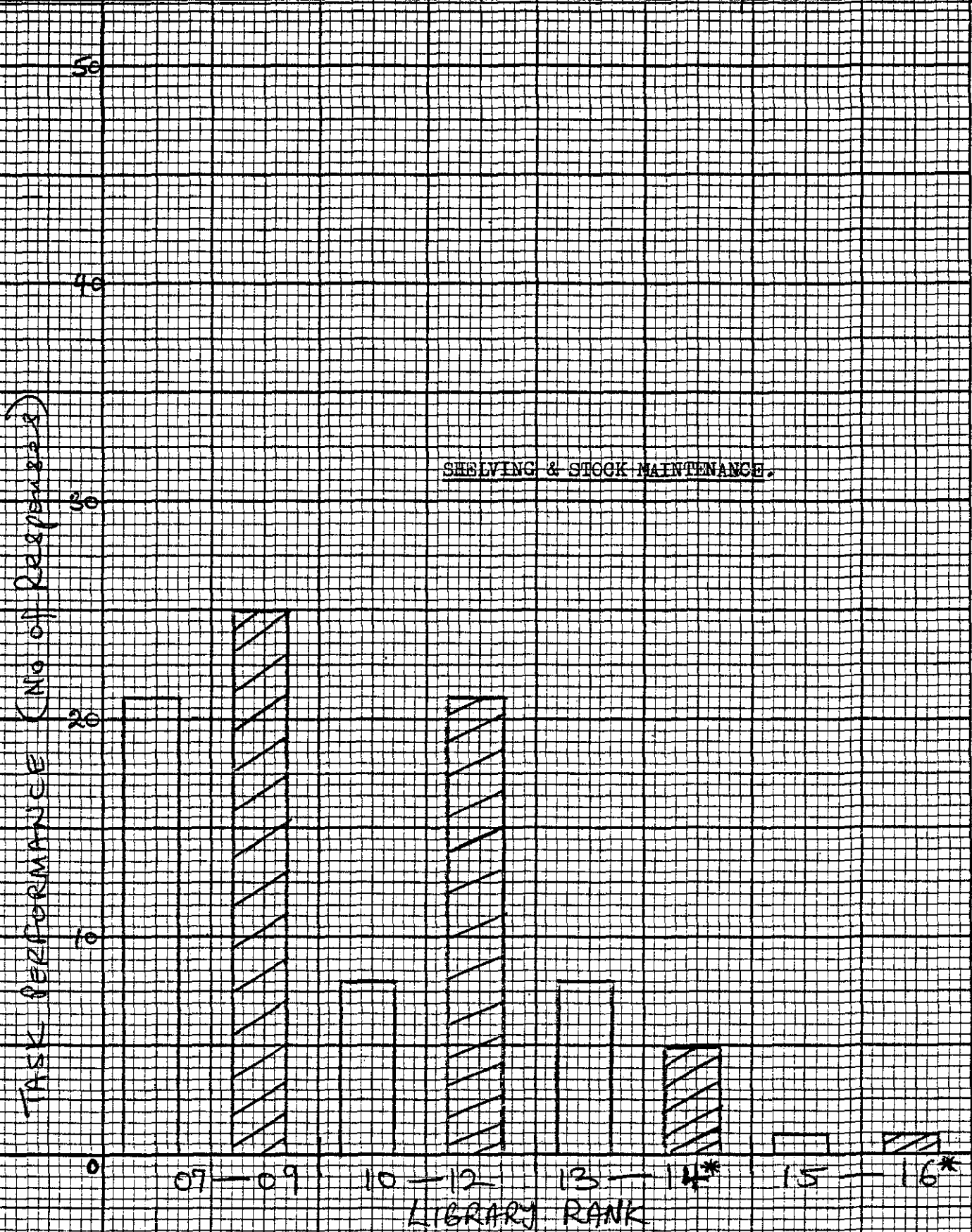
TASK PERFORMANCE BY LIBRARY RANK; SELECTION/ACQUISITION



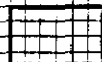
KEY:

	PRIMARY
	SECONDARY

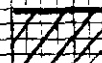
TASK PERFORMANCE BY LIBRARY RANK; SHELVING/STOCK MAINTENANCE



KEY:



PRIMARY



SECONDARY

* STOCK MAINTENANCE ONLY SPECIFIED.

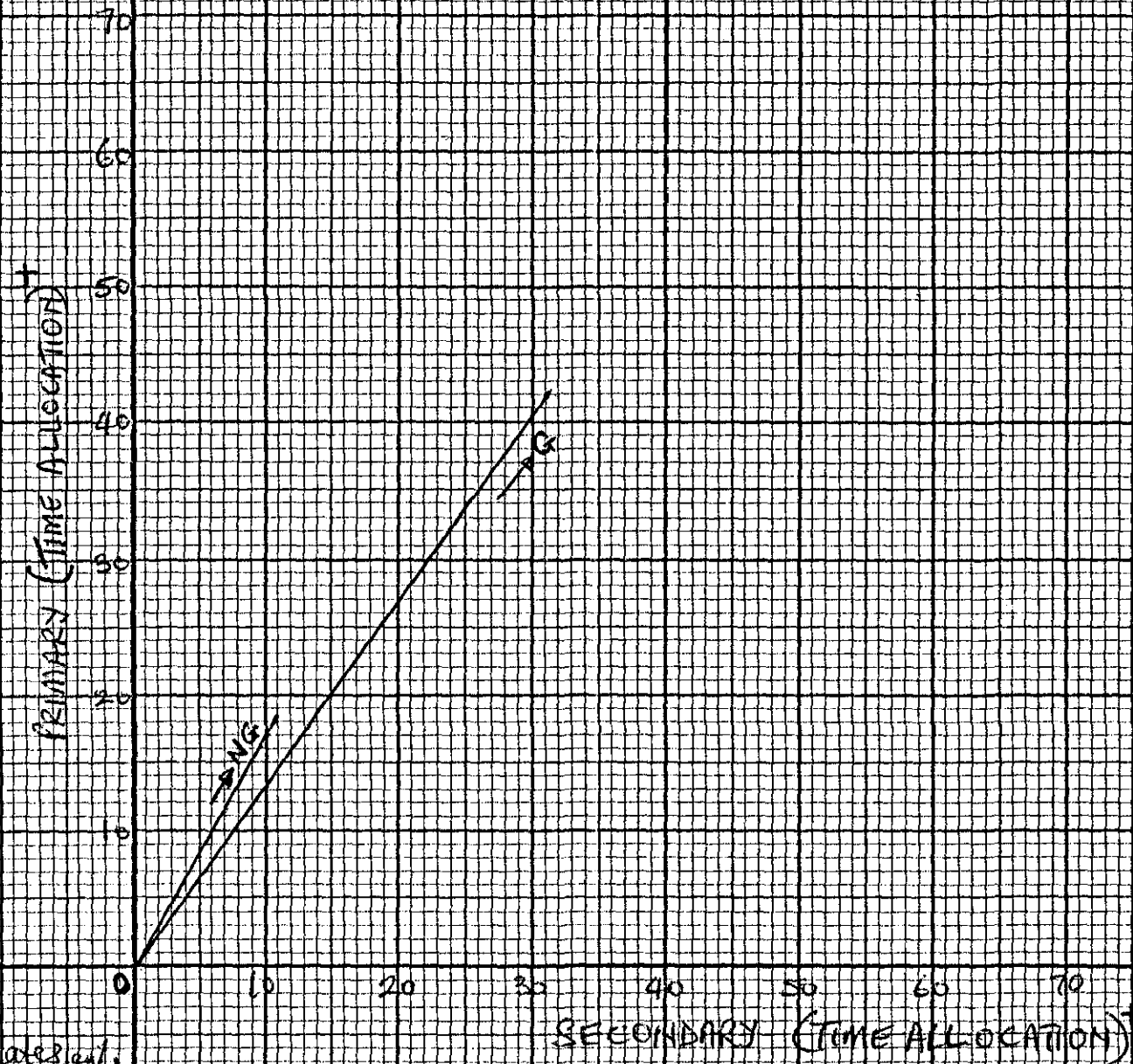
FIGS. 6.20 TO 6.38 REPRESENT BISERIAL CORRELATION SHOWING
TRENDS IN THE PERFORMANCE OF LIBRARY TASKS BY GRADUATE
AND NON-GRADUATE PROFESSIONALS :

According to the two qualification variables, performance
levels are interpreted as : "primary" involvement at $< 45^{\circ}$;
and, "secondary" involvement at $> 45^{\circ}$. The correlation in
each task illustrates the degree of professionalism by educ-
ational attainment.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES*

BIBLIOGRAPHY

BIBLIOGRAPHY

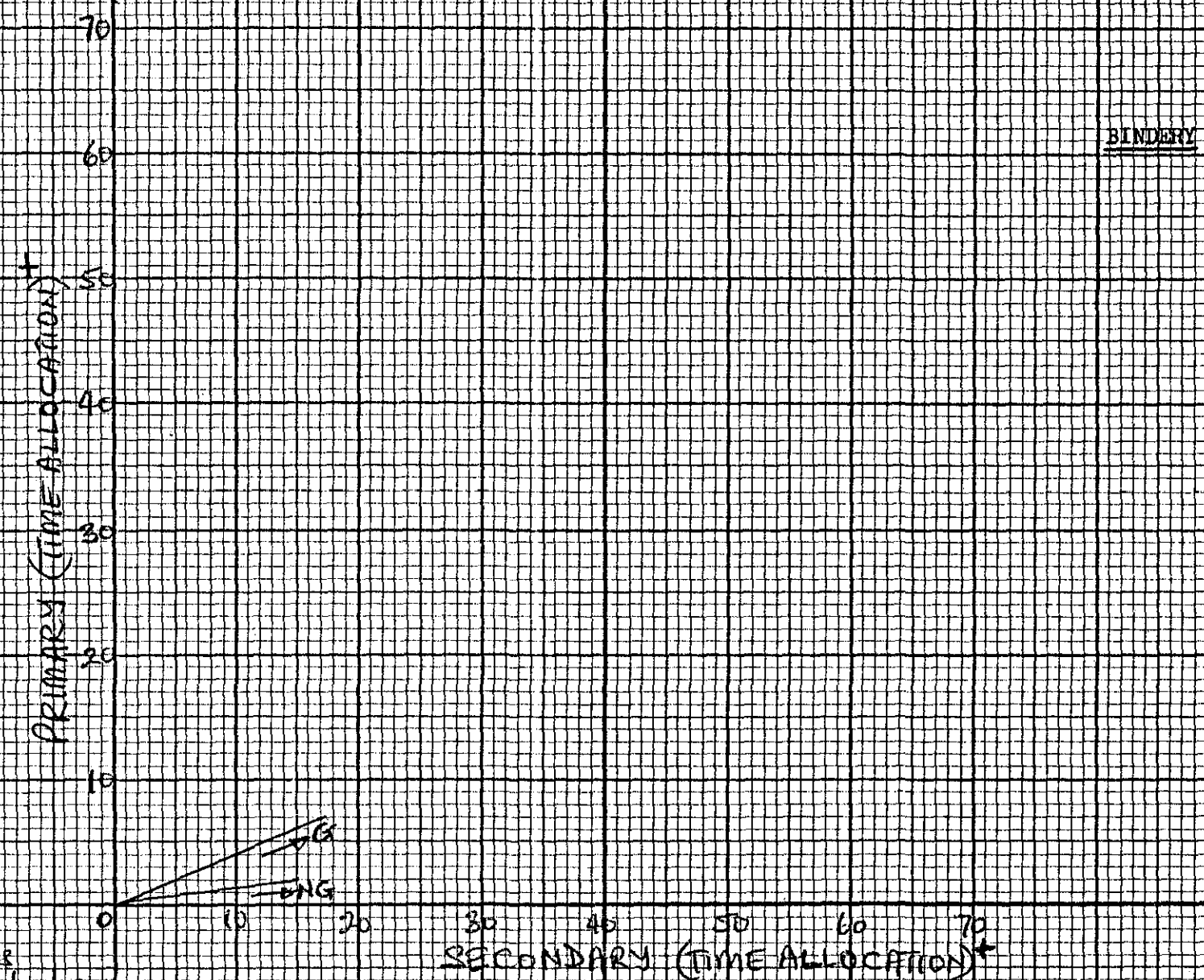


*G = Graduates

NG = Non-graduates, etc.
(diploma, etc.).

† Units in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* BINDERY



*G=Graduates
NG=Non-graduates
(eg diploma, etc).

*UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES; BUDGET PREPARATION.

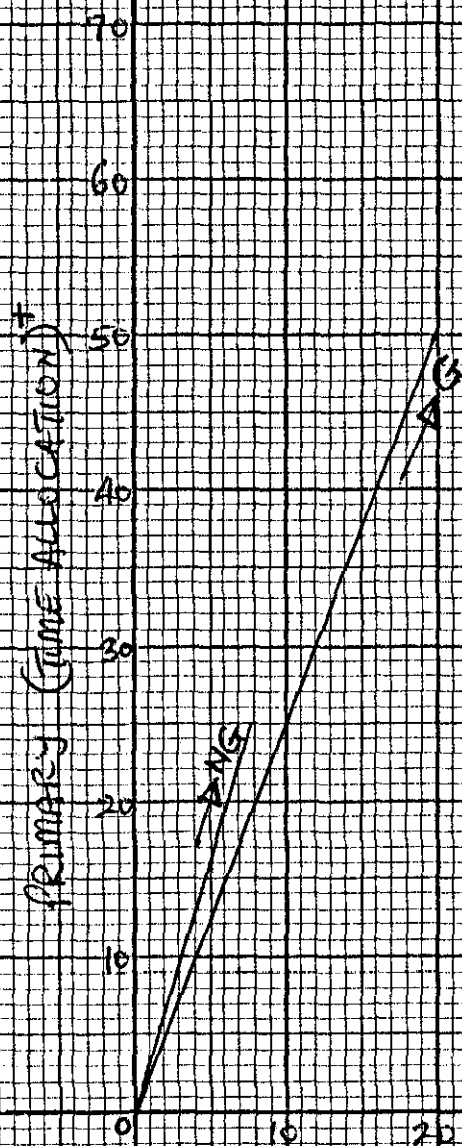


BUDGET PREPARATION

* G = Graduates
 NG = Non-graduates
 (eg diploma, etc)

† UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* CATALOGUING/CLASSIFICATION/INDEXING



*G = Graduates

NG = Non-graduates
(e.g. diploma, etc.)

†UNITS in Responses Made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* DATA PROCESSING

PRIMARY (TIME ALLOCATION)[†]

DATA PROCESSING

*G=Graduates

NG=Non-graduates
(eg. diploma, etc)

SECONDARY (TIME ALLOCATION)[†]

[†]UNITS in Responses made.

70

60

50

40

30

20

10

0

10

20

30

40

50

60

70

NG

G

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* FILING

PRIMARY (TIME ALLOCATION)*

70

60

50

40

30

20

10

0

NG

G

SECONDARY (TIME ALLOCATION)*

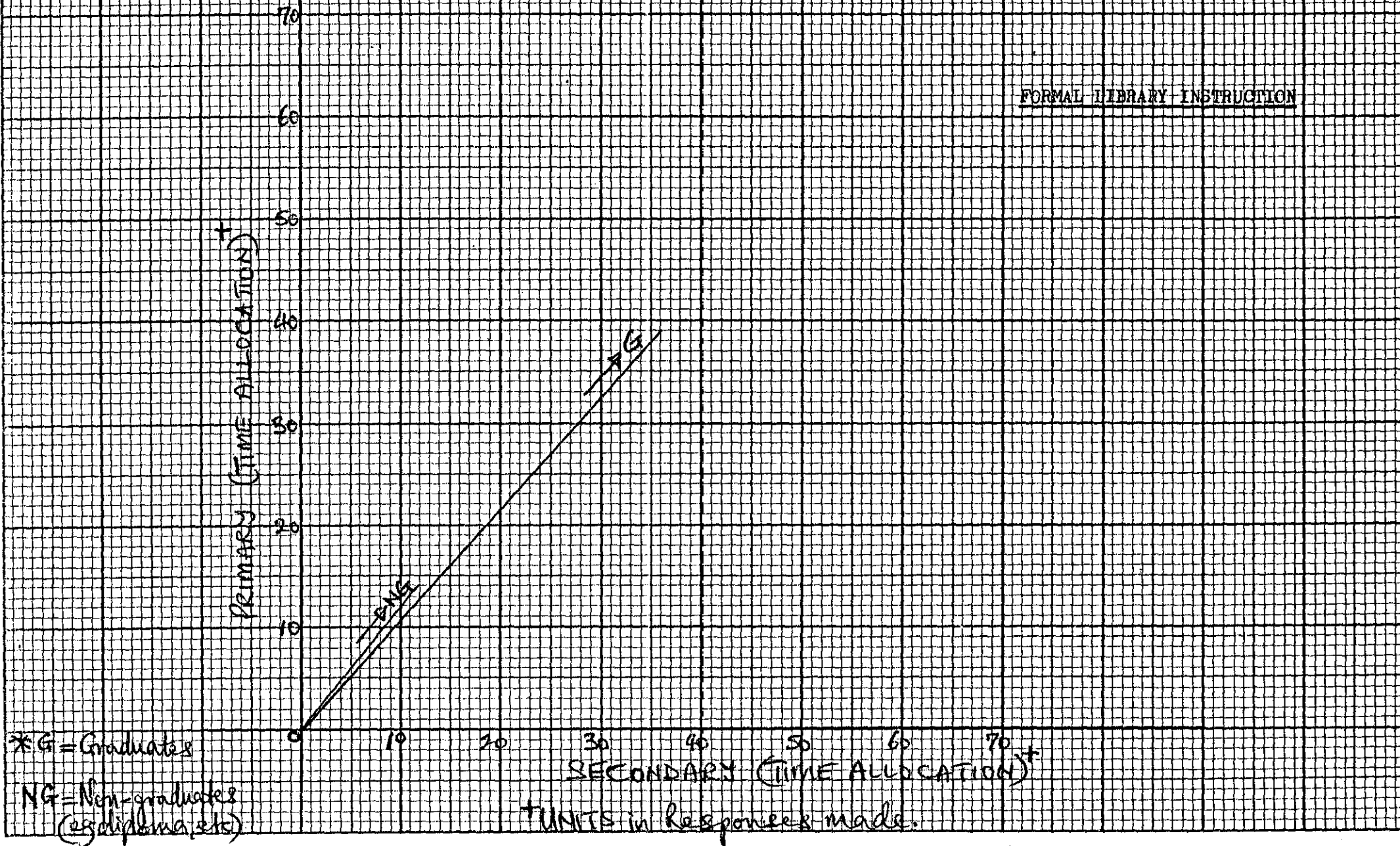
* UNITS in Responses made.

* G = Graduates

NG = Non-graduates
(eg. diploma, etc.)

FILING

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* FORMAL LIBRARY INSTRUCTION



TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* GENERAL ADMIN.

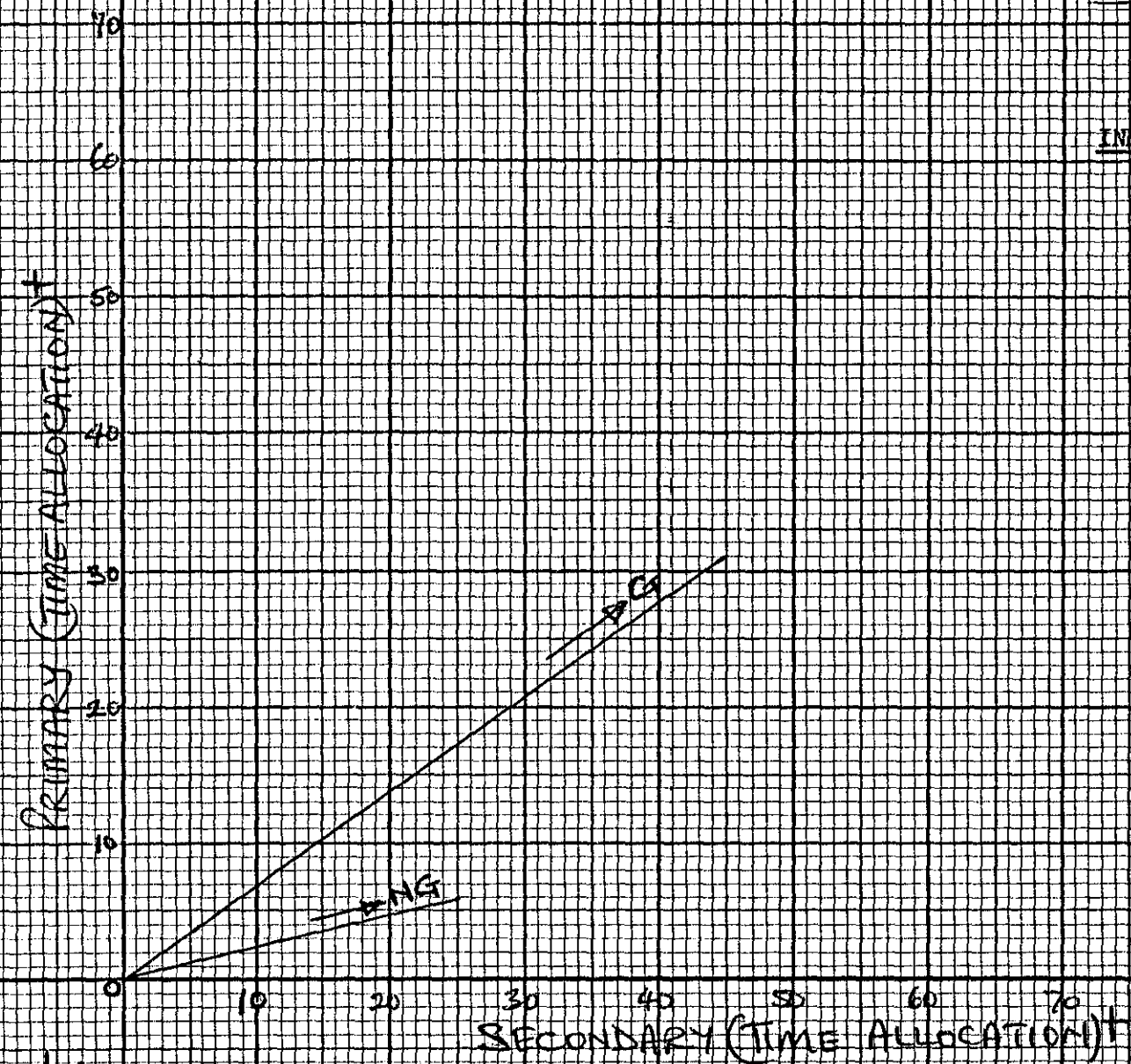


*G = Graduates

NG = Non-graduates
(eg. diploma, etc.)

† UNITS in Responses made.

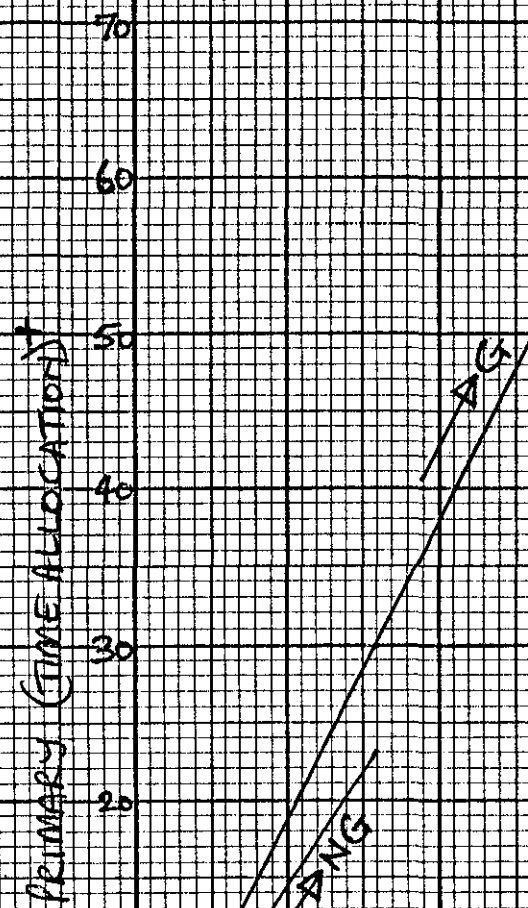
TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* INFORMAL LIBRARY INSTRUCTION



*G=Graduates
NG=Non-graduates
(eg. diploma, etc)

† UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* INFORMATION WORK

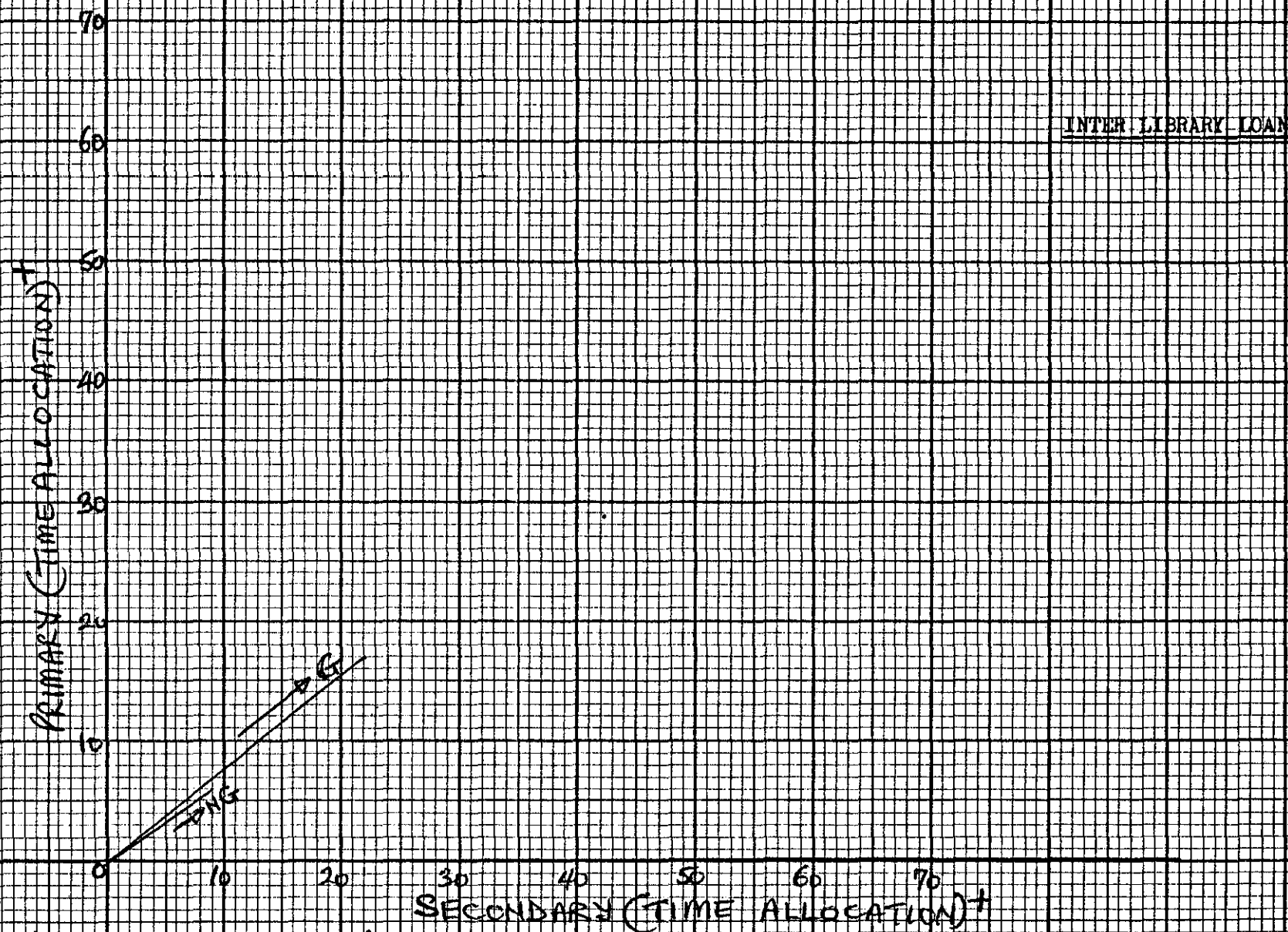


*G=Graduates
NG=Non-graduates
(e.g. diploma, etc)

† UNITS in Responses made.

INFORMATION WORK

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* : INTER LIBRARY LOAN

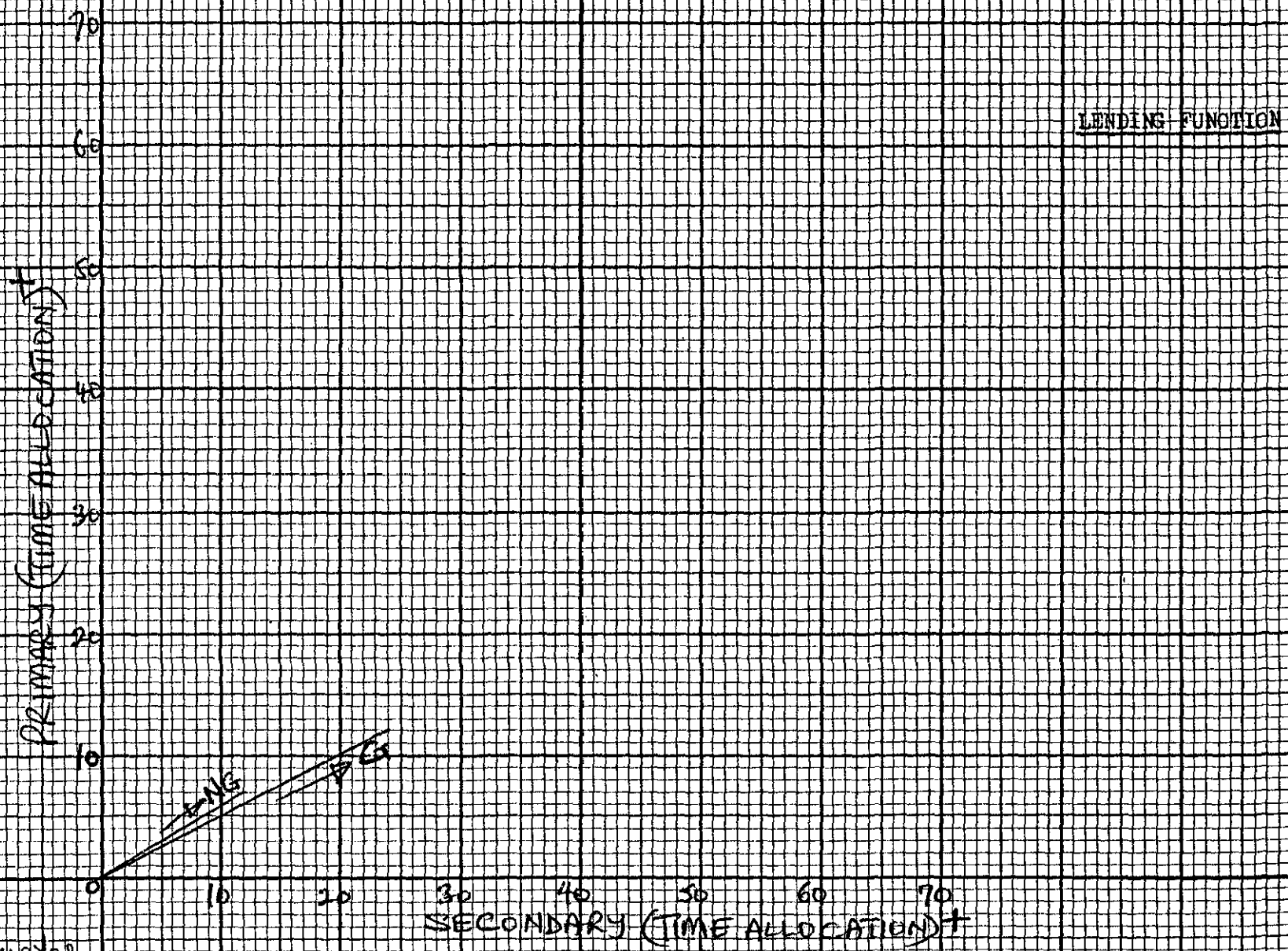


*G=Graduates

NG=Non-graduates
(eg diploma, etc)

†UNITS in Responses made.

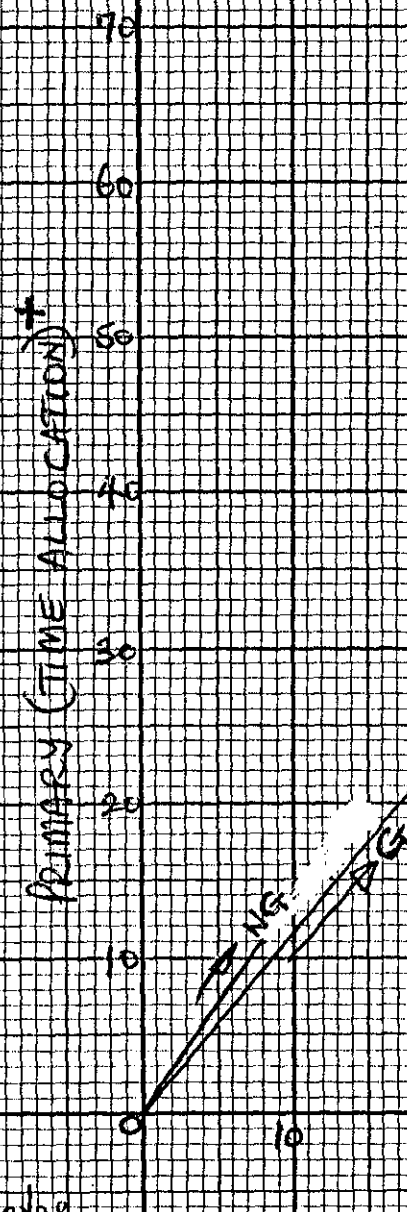
TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* LENDING FUNCTION



*G = Graduates
NG = Non-graduates
(e.g. diploma, etc)

† UNITS in Responses made.

FIG. 8.32 TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* PERIODICAL CHECKING

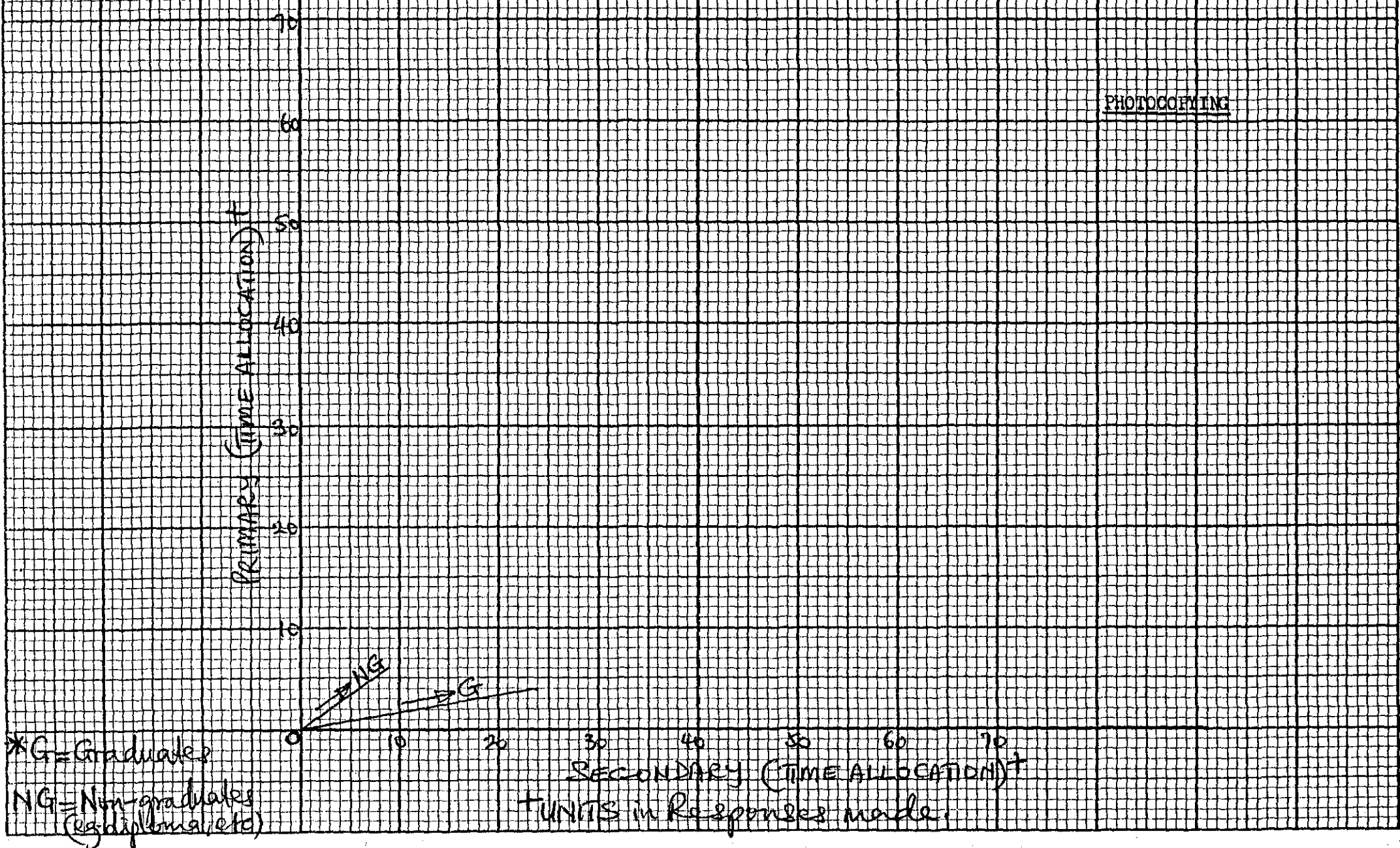


*G=Graduates

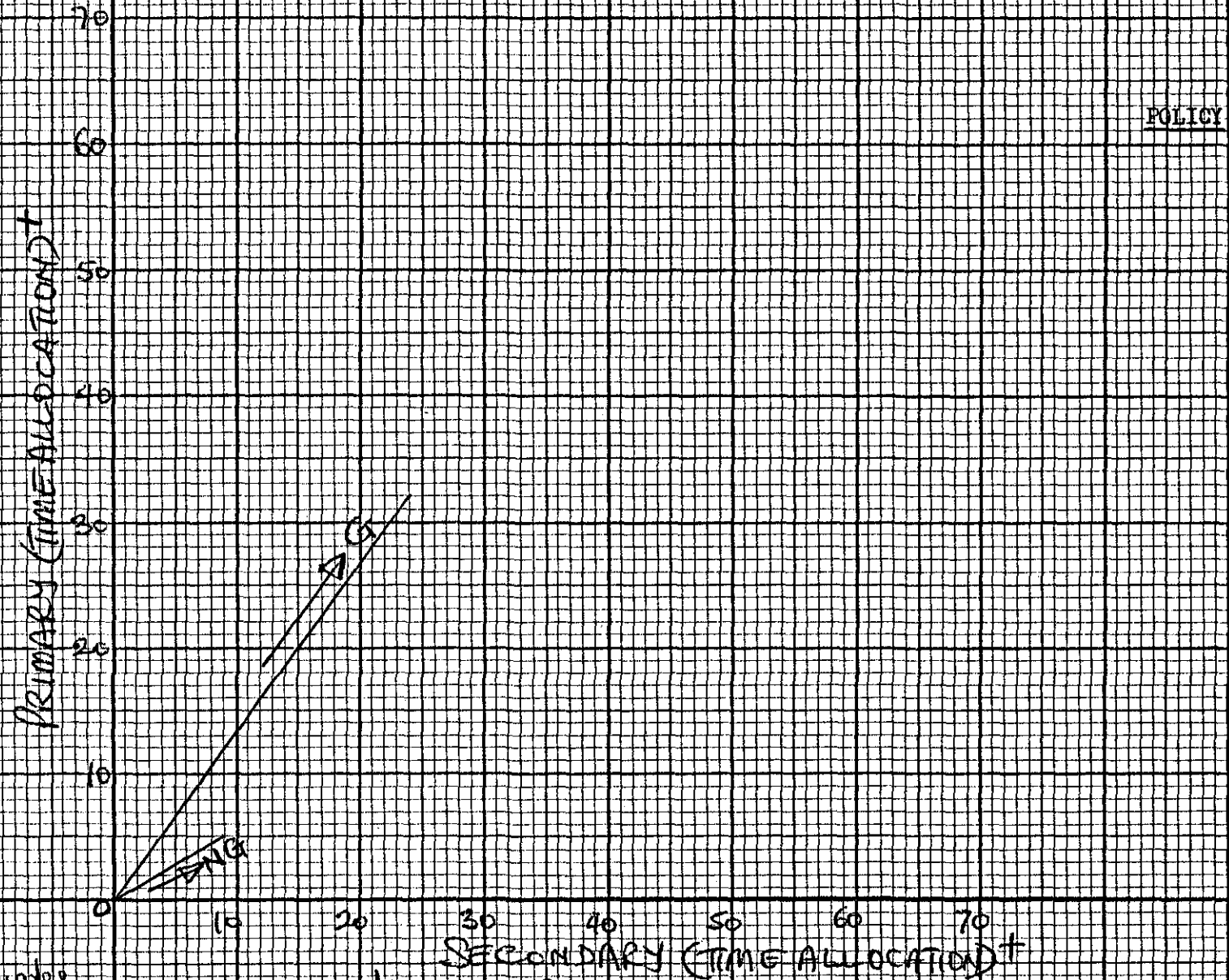
NG=Non-graduates
(e.g. diploma, etc)

†UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* PHOTOCOPYING



TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* POLICY

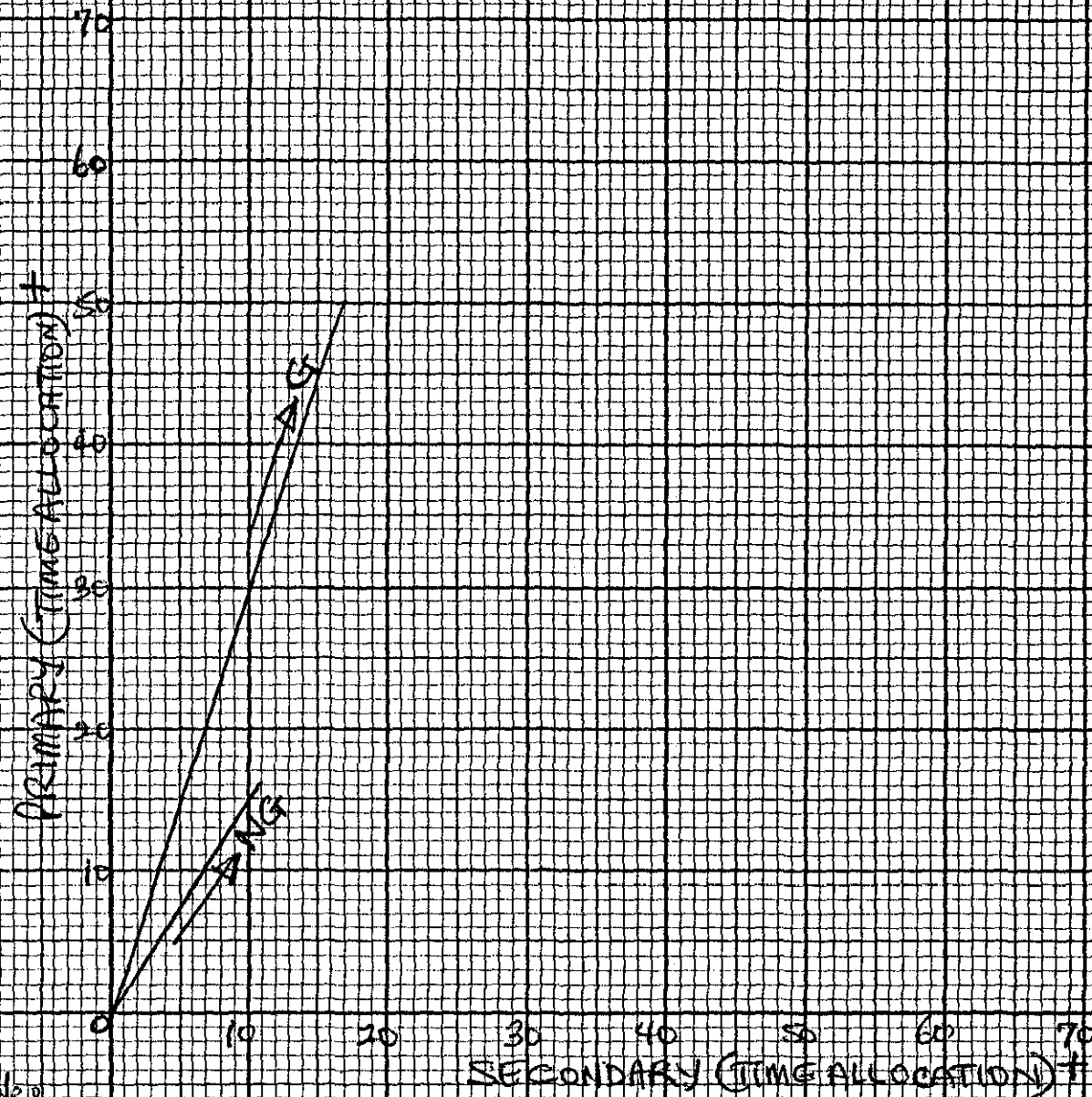


*G = Graduates

NG = Non-graduates
(eg. diploma etc)

† UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* PUBLIC RELATIONS



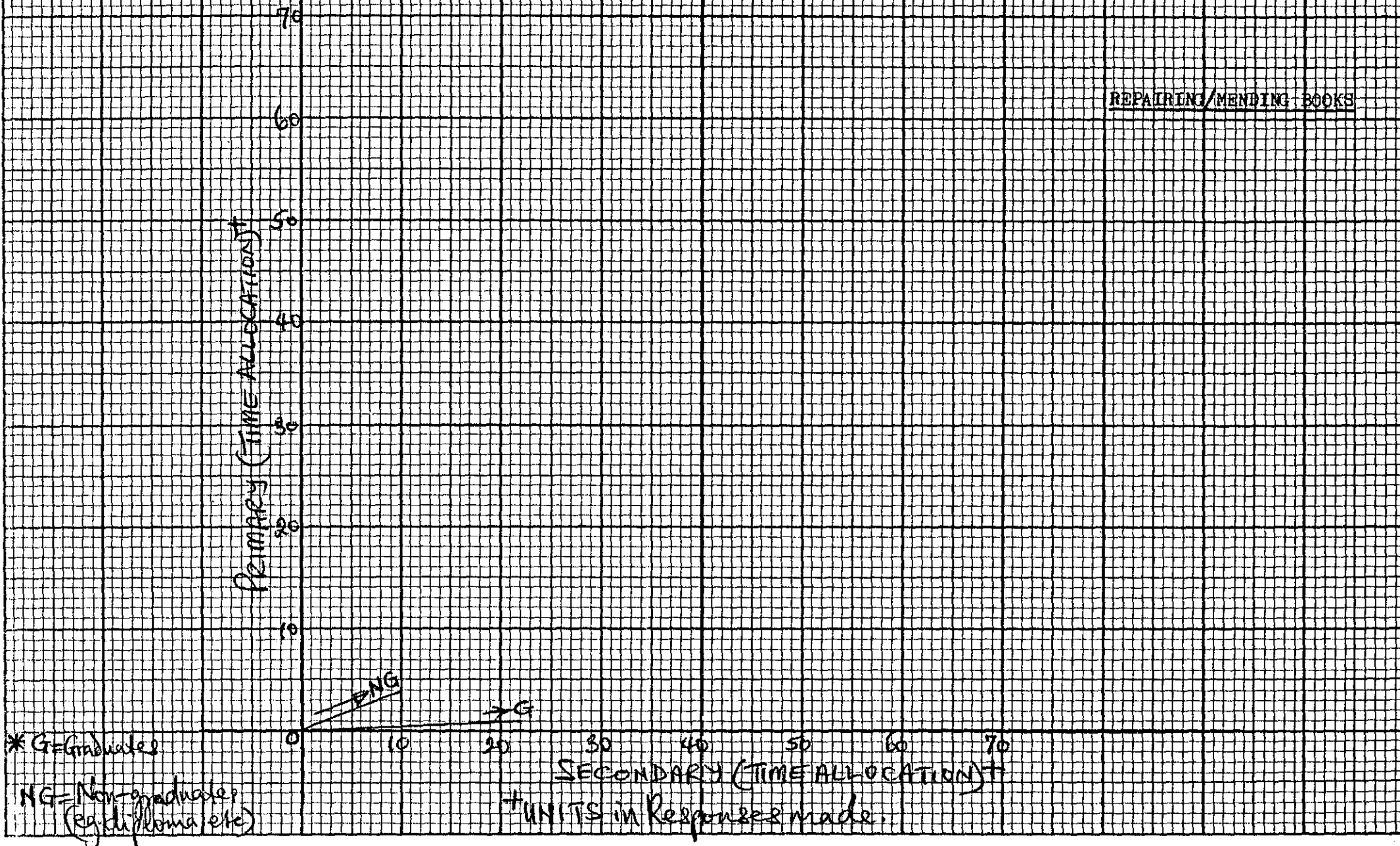
*G = Graduates

NG = Non-graduates
(e.g. diploma etc)

† UNITS in Responses made.

PUBLIC RELATIONS

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES* REPAIRING/MENDING BOOKS

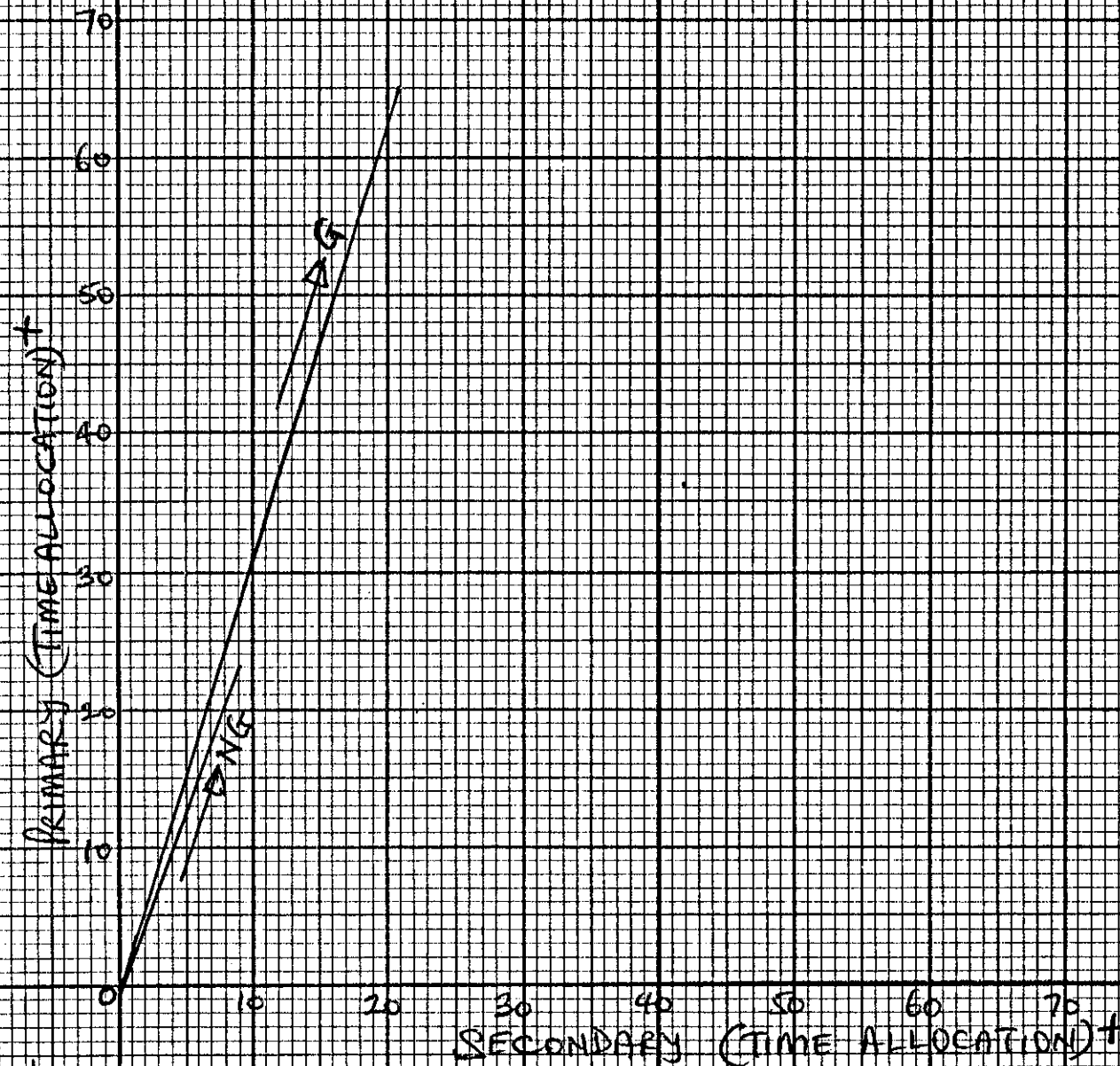


* G=Graduates

NG=Non-graduate
(e.g. diploma etc)

REPAIRING/MENDING BOOKS

TREND IN JOB PERFORMANCE OF GRADUATES AND NON GRADUATES* SELECTION/ACQUISITION

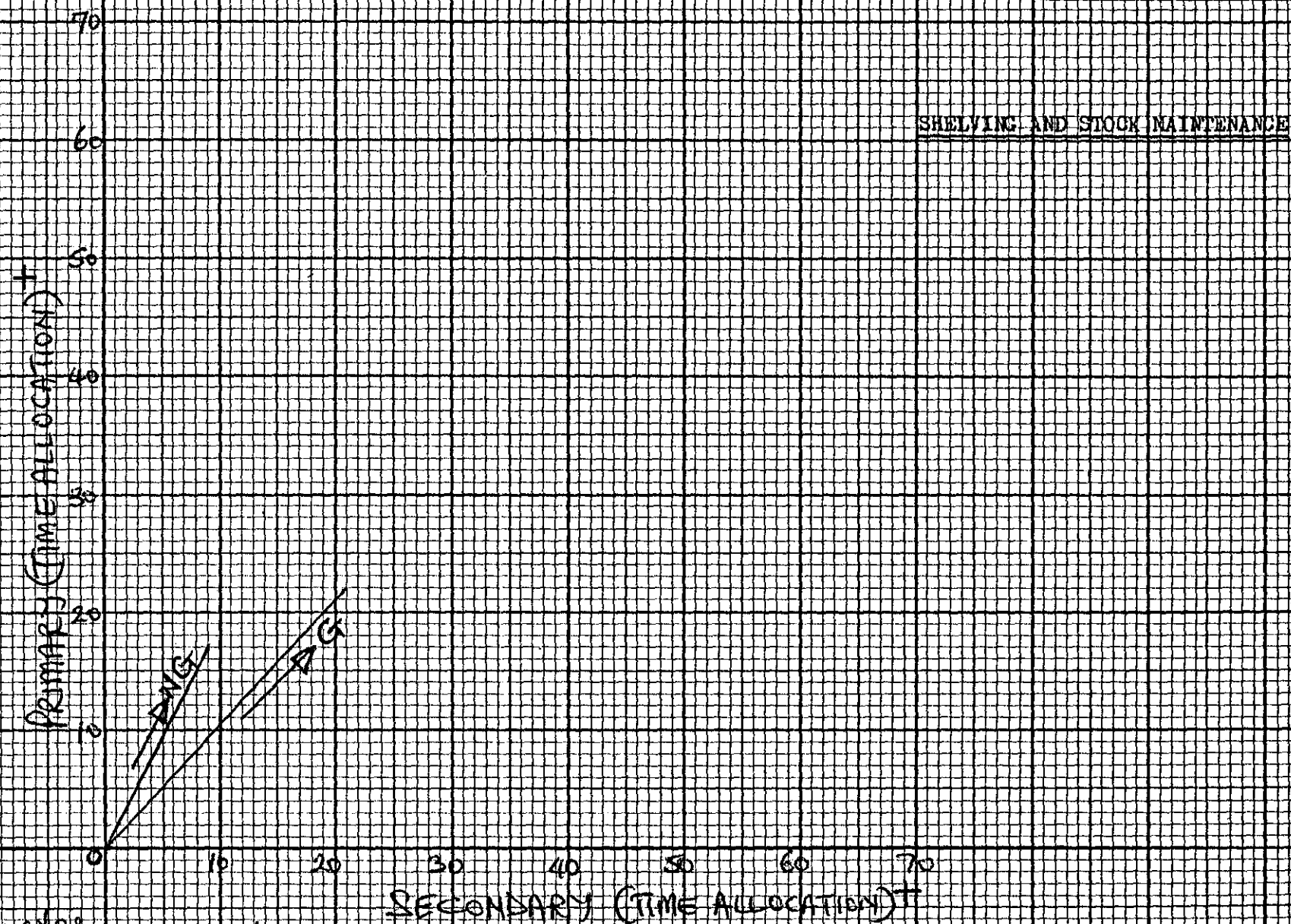


*G=Graduates

NG=Non-graduates
(eg. diploma, etc)

†UNITS in Responses made.

TREND IN JOB PERFORMANCE OF GRADUATES AND NON-GRADUATES: ^{*}SHELVING AND STOCK MAINTENANCE ^{††}



*G = Graduates

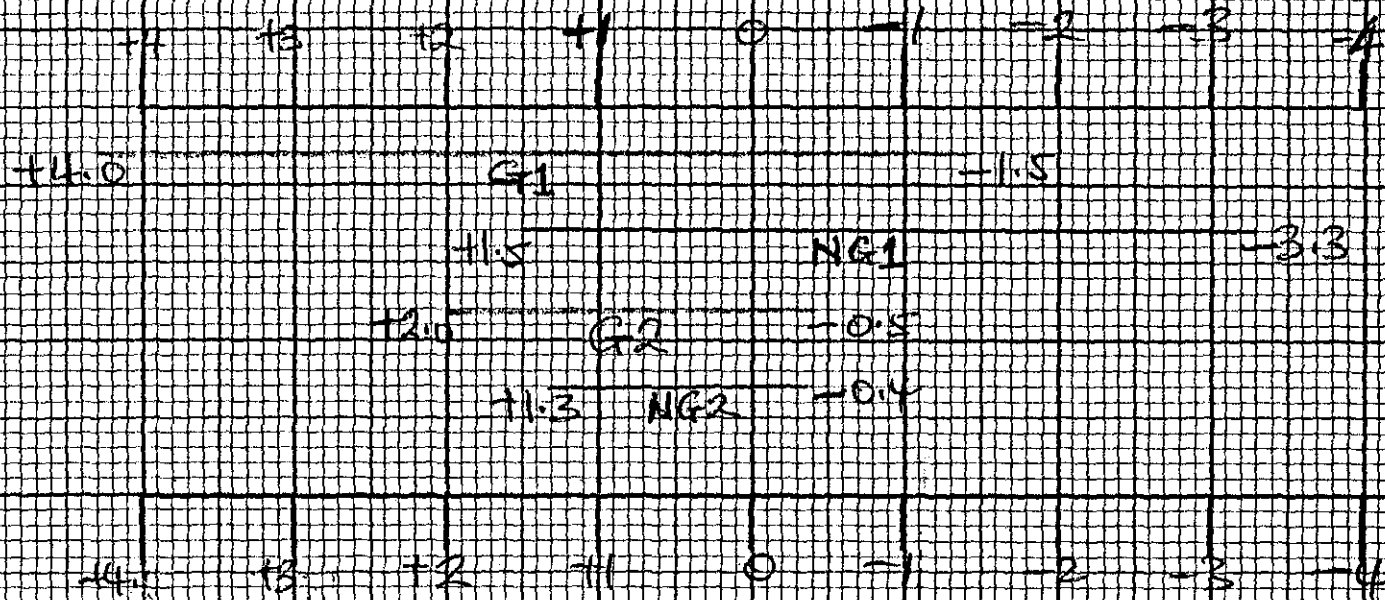
NG = Non-graduates
(e.g. diploma etc)

† UNITS in Responses made.

†† Most Graduates in Senior Grades do only Stock Maintenance.

FIG. 6.39

TASK INDEX SHOWING GRADUATE/NON GRADUATE CORRELATION (182)

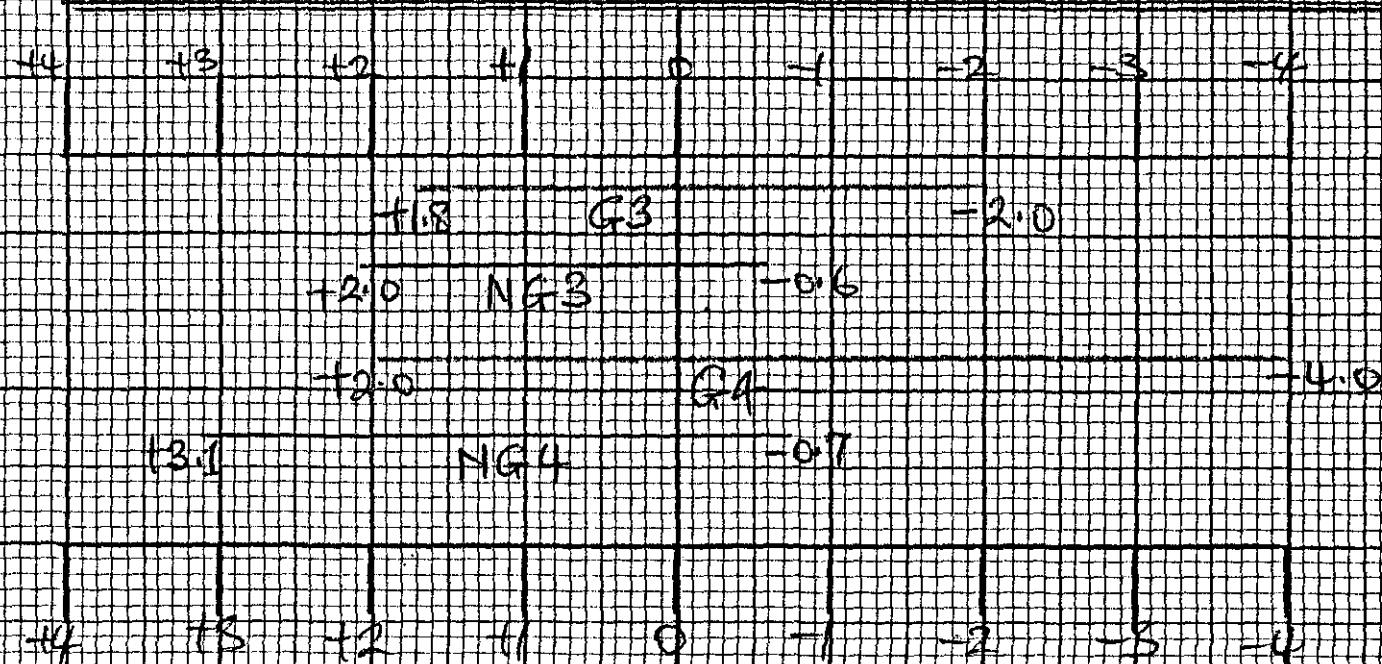


KEY:

- G1 = Graduate professional librarians performing tasks at Level 1
- NG1 = Nongraduate professional librarians performing tasks at Level 1
- G2 = Graduate professionals performing tasks at Level 2
- NG2 = Nongraduate professionals performing tasks at Level 2.

Fig. 6.40

TASK INDEX SHOWING GRADUATE/NONGRADUATE CORRELATION (3 & 4)



KEY:

- G3 = Graduate professional librarians performing tasks at level 3
- NG3 = Nongraduate professionals performing tasks at level 3
- G4 = Graduate professionals performing tasks at level 4 (Secondary only)
- NG4 = Nongraduate professionals performing tasks at level 4 (Secondary only)

CHAPTER SEVEN

PROFESSIONAL EDUCATION :

SECTIONS 7.1 - 7.4

Tablespp.599 - 610
Figures " 611
Charts " 612 - 614

(NOTE : Tables 7.4, 7.9, & 7.12 are incorporated with text)
Charts 7.1 & 7.2 are incorporated with text.

TABLE 7.1: FUTURE TWO-YEAR POSTGRADUATE MASTER'S COURSE:
(HAYARD-WILLIAMS, 1978)

YEAR ONE

Term 1: Documents and information in society (survey). Recent history of libraries, archives and information services in relation to government, educational services, industry, etc. Theory and practice of communication;
a) in science
b) in society
Systems analysis
Introduction to indexing and bibliography.

Term 2: Organisation of knowledge
Bibliographical tools
Various formats - books, serials, news media, reports, data, mss. maps, letters, etc.

Term 3: As above.

Term 4: Reference processes
Contents analysis; indexing
Documentary languages
Storage and retrieval systems
Data organisation
information dissemination.

Term 5: Management and administration.
Types of library/information/archives operation.
Systems organisation.

Term 6: Special subjects.

TABLE 7.2: POSSIBLE SCHEME FOR PHD COURSE: (HAYARD-WILLIAMS, 1978)

Master's programme First year

Doctoral programme Second year

1. Three of:

- (i) Sociology - communication in society
- (ii) Psychology of communication
- (iii) Communication and the mass media
- (iv) History of science and technology
- (v) Educational psychology and sociology of education.

2. Two of:

- (i) Information studies and computer appreciation
- (ii) Non-book materials
- (iii) Reprography
- (iv) Resource centres
- (v) Archive organisation and records management
- (vi) Library infrastructures.

3. Seminar on educational principles in the field of information
(libraries, archives, information services).

4. Quantitative methods.

TABLE 7.3 DISTRIBUTION OF CORE COURSES BY NUMBER AND PERCENT OF SCHOOLS (REED, 1971)

Subject Area	Required Courses	Elective Courses	Content Included in other courses	Schools offering courses	
				No.	Percent
Reference and Bibliography	42	5	3	50	100
Cataloguing and Classification	42	4	4	50	100
Selections and Acquisition	32	10	4	46	92
Introduction to librarianship; Library in Society	26	11	3	40	80
Administration, management, and systems analysis	24	3	23	50	100
Research Methods	14	29	0	43	86
History of Books and Libraries	9	35	4	48	96
Information Science	8	36	6	50	100
Communication and Libraries	4	18	0	22	44
Seminar; issues and trends	3	30	4	37	74

TABLE 7.5

**Composite Course Listings by
Categories of Subjects**

Foundations

History of libraries, books, printing, contemporary publication; comparative librarianship; the library as a social and community institution; librarianship, current issues and trends; collection development; library education; sociology of reading; cybernetics; information needs and communication behavior; introduction to information science; research methods.

Library Administration

Library administration; economics of library development; organization of technical services; systems analysis.

Types of Libraries

Academic; public; library systems (networks); school (education media centers, learning resource centers); special; medical; legal; theological; rare books and special collections; archives and manuscripts; map; art; music.

Technical Services

Catalog; abstracting and indexing; circulation systems; library automation, information storage and retrieval systems; serial files maintenance; preservation of materials; optimization of equipment use; computer programming for information processing; reprographic techniques for information processing; audiovisual equipment and production.

Reference and Bibliography

Introduction to reference (search strategies, information resources); bibliography of the social sciences; bibliography of science and technology; bibliography of business and economics; bibliography of health sciences; bibliography of government publications; bibliography of the humanities; descriptive bibliography.

Client Group Services

Adult reader services; children's literature; young people's literature; storytelling; serving minority and disadvantaged groups.

Practicum

Internship; work study; on-the-job training.

TABLE 7.6

A Comprehensive Curriculum

Undergraduate Level

History of libraries, books, printing, contemporary publication

Information needs and communications behavior

The library as a social and community institution: issues and trends

Graduate Level

1st Semester

Introduction to reference; search strategies (optional undergraduate) (1)*

Cataloging and classification (1)

Selection and acquisition (1)

Introduction to information science (1)

Circulation systems (1/2)

2nd Semester

Classification systems; syndetic structures (1)

Library automation: information storage and retrieval systems (1)

Computer programming for information processing (1/2)

Technical services: optimization equipment use (1/2)

Client group services: optimization equipment use (elect one) (1)

Bibliography of: humanities, social science, science (elect one) (1)

Government publications

3rd Semester

Internship (2/5 time) (2)

Library administration and management; economics of library development (1)

Abstracting and indexing (1)

Organization of technical services (1/2)

Serial files maintenance (1/2)

Storytelling (1/2) (elect one)

4th Semester

Internship (2/5 time) (same or different library type) (2)

Methods and topics of research project (1)

Preservation of materials (1/2)

Reproduction (1/2)

Audiovisual (1/2) (choose one)

Elective: bibliography of science (1)

Comprehensive examination (1/2)

* The Arabic numbers represent the approximate value in term credits that each course would have in a four-semester curriculum.

TABLE 7.7 COURSES FOR SUB-PROFESSIONAL EDUCATION (AKINYOTU, 1972)

IBADAN	ZARIA
1. Libraries and societies	{Library and the community History of Libraries Administration of Libraries
2. Knowledge and use of library resources	{Bibliography Reference Children's literature
3. Library routines	Technical Services
4. Classification and cataloguing	Cataloguing and classification
5.	Book selection

TABLE 7.8 COURSES FOR PROFESSIONAL EDUCATION (AKINYOTU, 1972)

IBADAN (PGDIP)	ZARIA (BLS)	ZARIA (MLS)
1. Historical, social, economic and administrative background of libraries	Administration of libraries Library and the community History of libraries	Administration of libraries
2. Book arts	Book production and publishing	Book production and publishing
3. Bibliography and readers' services	Reference, Bibliography, Bibliography and Reference	Reference and Information Service Bibliography
4. Technical Services; theoretical } 5. Technical Services; practical }	Organization of knowledge Book selection	Organization of knowledge Book selection
6. Either; a) University libraries, or b) Public libraries, or c) School and education libraries d) Special libraries	Either; Children's literature, <u>or</u> Documentation	
7.	Methods of research	Methods of research
8.	Technical services*	

* This term is used in Zaria to mean 'Library routines'.

TABLE 7.10 THREE-TIER STRUCTURE OF EDUCATION FOR LIBRARIANSHIP IN NIGERIA (OBI, 1975)

Level	School	Degree Awarded	Entrance Qualifications	Duration of Programme
Para- Professional	Ibadan	Diploma in Library Studies (Dip.Lib)	WASC with five credits including English <u>or</u> G.C.E. with five subjects including English <u>or</u> Grade II Teachers Certificate with merit in five subjects including English <u>plus</u> minimum of one year full-time library employment <u>plus</u> success in Entrance Examination.	2 years
	Zaria	Diploma in Library Science (Dip.L.S.)	WASC with not less than five credits <u>or</u> G.C.E. with five subjects <u>or</u> Teachers' Certificate Grade II with merit <u>or</u> credit in 5 subjects other than teaching practice and University's requirements in English.	2 years
First- Professional	Ibadan	Postgraduate Diploma in Lib. (P.G.D.L.)	First degree of an approved University	1 year
	Zaria	Bachelor of Library Science (BLS)	WASC with five credits including 2 advanced (HSC) <u>Or</u> ; GCE with five passes of which two must be 'A' level <u>plus</u> Faculty or Department degree requirements <u>plus</u> University requirements in English. <u>Or</u> ; Teachers' Certificate Grade II with 5 merits or credits other than teaching practice but including English language; in addition to 2 A-level subjects.	3 years of which librarianship component is roughly 2/3.
Specialist- Professional	Ibadan	Master of Library Studies (MLS)	Normal University of Ibadan requirements for admission to a Master's Course <u>plus</u> the PGDip. Lib. (Ibadan) or an equivalent professional qualification	Not less than 2 years (full-time) or 3 academic years (part-time).

Level	School	Degree Awarded	Entrance Qualifications	Duration of Programme
Specialist- Professional	Ibadan	Doctor of Philosophy in Library Studies (Ph.D)	Normal University of Ibadan requirement for admission to a Ph.D course <u>plus</u> the P.G.Dip. Lib. (Ibadan) or an equivalent professional qualification.	Not less than 3 acad- emic years (full-time) or minimum of 4 academic years (part- time)
	Zaria	Master of Library Science (M.L.S.)	First degree from a recognised university (preferably first or second class honours) <u>or</u> B.L.S.	Not less than 2 academic years (full- time) or 3 academic years (part-time).

TABLE 7.11 CONTENTS OF MANAGEMENT COURSES IN SOME AFRICAN LIBRARY SCHOOLS (NZOTTA, 1977)

CONTENT	LIBRARY SCHOOLS			
	IBADAN	ZARIA	GHANA	ZAMBIA
1. General principles of administration, organisation and management	*	*	*	*
2. Patterns of library organisation and management. Relationships of the library to the larger organisation of which it usually is a part and/or the government.	"	*	*	*
4. Planning, housing and equipping library services	"	*	†	*
5. Personnel management	*	*	*	*
6. Evaluation of library procedures and standards	*	*	"	*
7. Financing and budgeting	*	*	*	*
8. Public relations	"	*	"	*
9. Others: (a) Work study, O & M	*	+	+	+
(b) Communications	*	+	+	+
(c) Systems analysis	+	+	*	+

- * Topic covered in the syllabus
- " Topic covered in other subjects
- † Minimal treatment of topic
- + Topic not covered in the syllabus.

TABLE 7.13 CORE CURRICULAR FOR THE VARIOUS LEVELS (OGUNSHYE, 1981)

	<u>MLS</u>	<u>FGDL</u>	<u>BLS</u>	<u>DLS</u>
<u>Foundations</u>	A1(a) A2(a) A3(a) A4(a) A5(a) A6(a) A7(a)	A1(a) A2(a) A3(a) A6(b) A7(b)	A1(b) A2(b) A6(c) A7(c)	A1(b)
<u>Materials</u>	B1(a) B2(a) B3(a) B4(a) B5(a) B6(a) B7(a) B8(a)	B1(a) B2(a) B3(a) B4(a) B5(a)	B1(b) B2(b) B3(b) B4(b) B5(b)	B1(c) B2(c) B3(c) B5(c)
<u>Processes and Methods</u>	C1(a) C2(a) C3(a) C4(a) C5(a) C6(a) C7(a) C8(a) C9(a) C10(a)	C1(a) C2(a) C3(a) C4(a) C8(a) C9(a) C10(a)	C1(b) C2(b) C3(b) C4(b) C8(b) C9(b) C10(b)	C1(c) C2(c) C3(c) C8(c) C9(c) C10(c)
<u>Management</u>	D1(a) D2(a) D3(a)	D1(a) D2(a) D3(a)	D2(b)	D2(c)
<u>Technology</u>	E1(a) E2(a) E3(a)	E1(a) E3(a)	E1(b)	E1(c)
<u>Research</u>	F1(a) F2(a) F3(a)			

TABLE 7.14 CORE CURRICULUM FOR LIBRARY AND INFORMATION SPECIALISATION FOR RURAL DEVELOPMENT (OGUNSHEYE, 1981)

A. FOUNDATIONS

- A1 History of the organisation of knowledge
- A2 Sociology; Rural demography and sociology, African culture and oral traditions.
- A3 General Information Science and Communications Science
Nature of information science theories of human communication.
- A4 Information Systems theory analysis and design
Information organisation as a system - components of the systems, structure, functions and processes, inputs and outputs evaluation.
- A5 Research Methods; and library research Methodology, user research and information research methodology.
- A6 Agricultural extension methods; agencies and facilities, National and international agencies.
- A7 Community Development
Legislation, facilities and services.
National and international agencies

C. PROCESSES AND METHODS

- C1 Organisation of Library resources
Classification theory and design; cataloguing rules - national and international developments.
- C2 Acquisition Procedures
Ordering preparation.
- C3 Documentation
Indexing and Abstracting Reviewing; Planning and organisation of documentation Centres.
- C4 Preservation and Restoration
- C5 Information analysis storage and retrieval
Principles and methods of mechanised information storage and retrieval.
- C6 Information File Processing
The design and creation of current Information File resources, organisation indexing and management, application of automation devices.

B. MATERIALS

- B1 The Books Arts and Book Production
History of Printing, publishing and the book trade reprography and micro reproduction.
- B2 New Media and its equipment
Audio visual aids; software production; storage and use.
- B3 Reference Books and Subject Bibliographies
Bibliographic control and compilations
- B4 Resource Development
Principles and methods of collection development.
- B5 Resources in Agricultural Sciences
Publishing, communications behaviour, bibliographic control - Life Sciences and Agricultural Sciences.
- B6 Information file data sources
Generation, and creation of information resource file, organisation and management.
- B7 Oral literature/Oral history
Collection and recording of African Oral literature in various subject areas - religion, medicine, philosophy, history and creative literature.
- B8 Multi media instructional Package Development
Principles and methods of educational technology - design and creation of educational resources package in Agriculture, health and welfare topics (Project work).

D. MANAGEMENT

- D1 Management Principles
Theory and organisation structure personnel administration.
- D2 Library Administration
Legislation and government, Library management budgetting and personnel administration.

C7 Information Systems

User and community needs - analysis and design and services, implementation and evaluation. Information file compilation, Resources sharing services. Reprography and translation services.

C8 Counselling and Advisory Services

Interviewing, counselling and advocacy procedures and techniques. Extension services.

C9 Communication Services and Systems

Individual and community communication services and social communication systems.

C10 Outreach and Extension services

Planning, organisation and implementation.

D3 Administration and Services of electives from the following types of libraries and documentation centres;

- (i) Public libraries and Information Centres
- (ii) Agricultural documentation Centres
- (iii) Special libraries
- (iv) National information system network
- (v) Documentation and Information Centres

- (vi) Data banks - collection, organisation, storage and retrieval.

E. TECHNOLOGY

E1 Computer application in Libraries

Hardware-equipment selection of appropriate technology.

E2 Information Technology

Storage and retrieval devices and equipment, computer languages COBOL, FORTRAN.

E3 Library Technology

Building and equipment, library architecture, Reprographic equipment.

F. RESEARCH

F1 User studies research

F2 Project work in Information use investigation and design

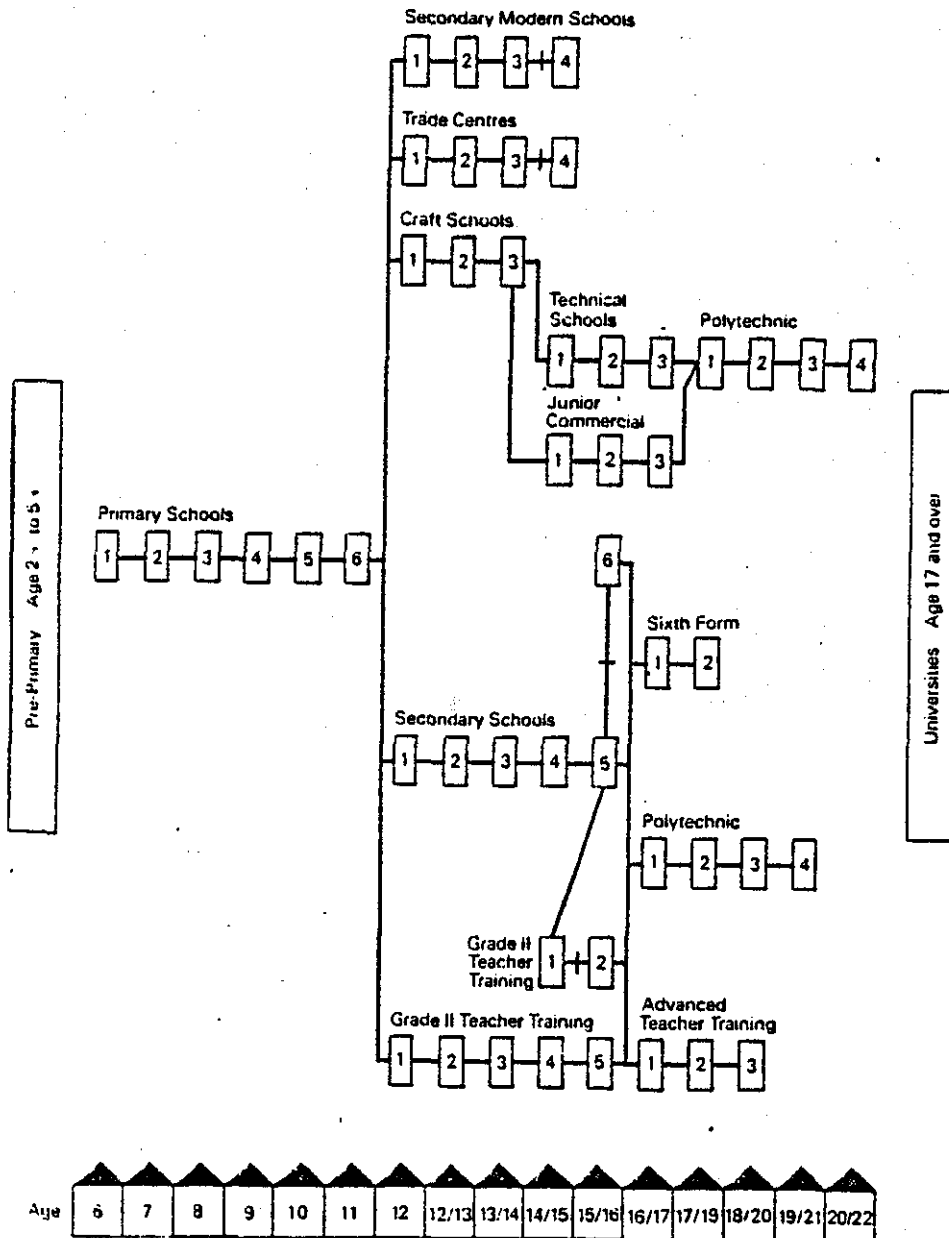
F3 Information communication research

TABLE 7.15 INTEGRATION OF THE NGT* ITEMS (PARR & DONE, 1979)

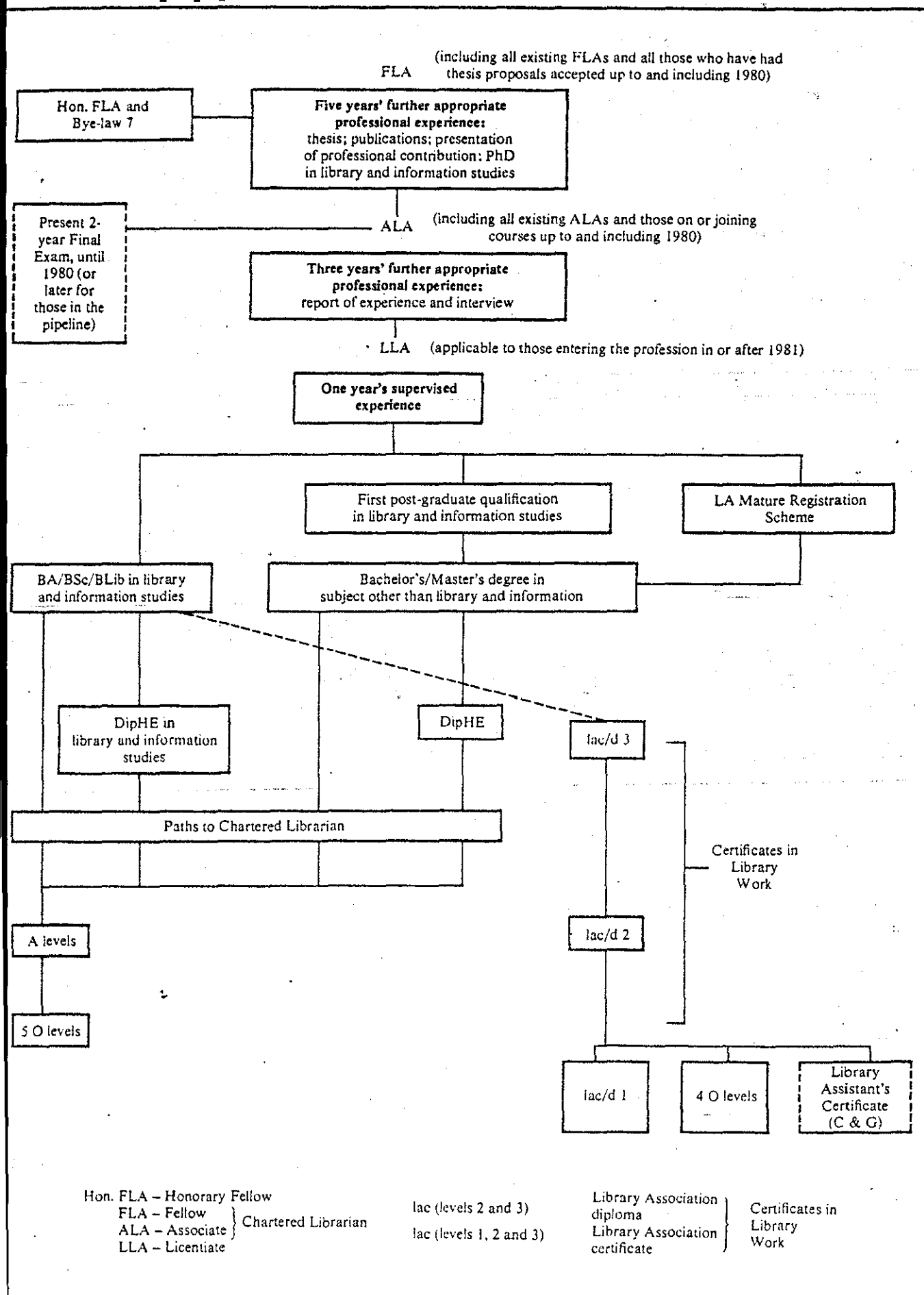
A. PHILOSOPHY AND CONTEXT	B. LIBRARY SKILLS	C. ADMINISTRATIVE ASPECTS	D. PERSONAL AND INTERPERSONAL QUALITIES	E. SPECIALIST INTERESTS
1. Philosophy of Librarianship	5. Technical skills (information retrieval, cataloguing and classification)	11. Sensitivity to, and understanding of administrative processes.	13. Interpersonal relationships	18. Familiarity with literature of special areas.
2. Understanding of the library's role in a community or institution	6. Routine basic skills	12. Personnel administration	14. Ability to communicate.	19. Specialization in some chosen field of librarianship
3. Broad knowledge of current developments	7. Practical working knowledge of basic reference sources		16. Initiative and versatility	
4. Knowledge of future trends in librarianship	8. Basic knowledge of cataloguing		17. Ability to transmit new ideas into the work situation	
15. Acquisition of professional ethics	9. Extensive practical and theoretical skills in classification and cataloguing			
	10. Skills of retrieval			

* Nominal Group Technique

FIG.7.3.1: THE STRUCTURE OF THE EDUCATION SYSTEM IN NIGERIA, 1978⁴¹



proposed structure :



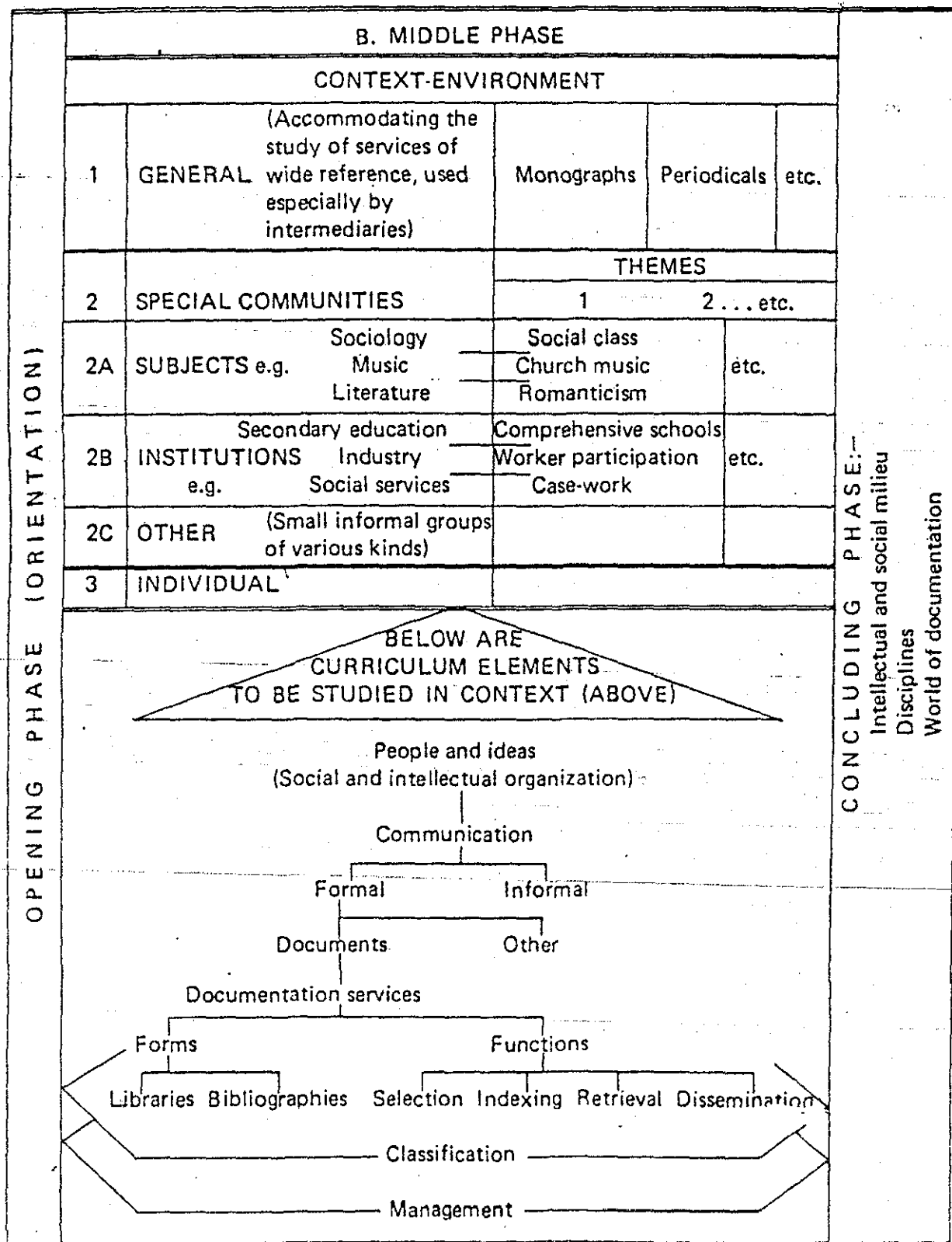
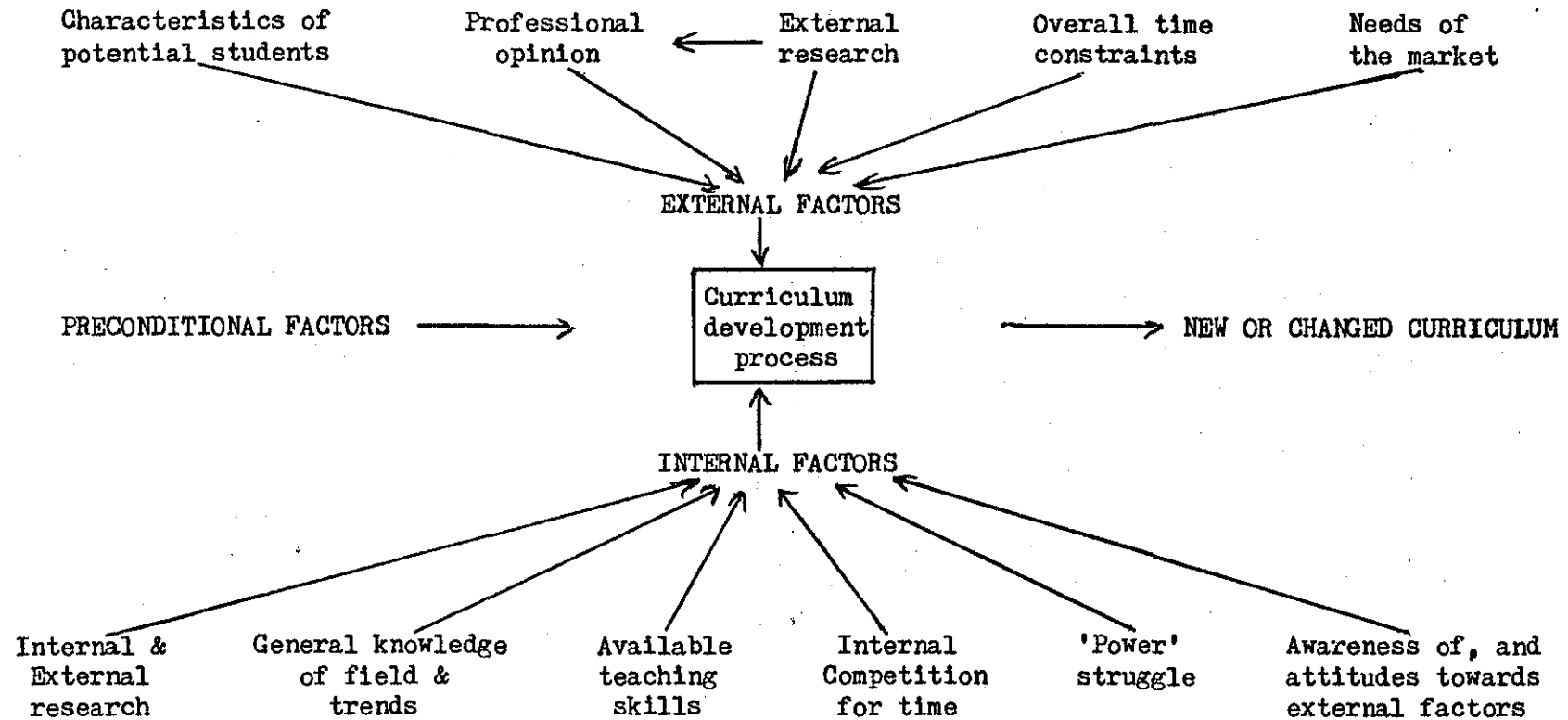


CHART 7.5: FACTORS INFLUENCING CURRICULUM DEVELOPMENT (WILSON, 1978)



CHAPTER SEVEN (Contd.)

PROFESSIONAL EDUCATION :

SECTION 7.5 - Evaluation

Tablespp. 615 - 623
Chart " 624

Table 7.5.1

A COMPARATIVE TABLE OF NON-GRADUATE
DIPLOMA COURSES AT IBADAN/ZARIA/KANO

LIST OF COURSES	IBADAN	ZARIA	KANO
<u>Foundations (Masonry)</u>			
Library in society	X	-	-
History of Libraries and Library education	X	X	X
Sociology of Librarianship	-	X	-
Academic subject(s) as subsidiary	-	-	X
<u>Materials</u>			
Book arts, book production	-	-	X
Book selection	-	X	X
Bibliography	X	X	X
Subject Information Sources	X	-	-
Children's Literature and Services	-	X	X
Media Resources	X	-	-
<u>Methods</u>			
Cataloguing and Classification	X	X	X
Indexing, contents analysis	-	-	X
Reference processes	X	-	X
Library Routine	X	-	-
Library Practice	X	X	-
<u>Management</u>			
Library administration	-	X	X
Personnel	-	-	X
Legal aspects	-	-	-
<u>TECHNOLOGY</u>			
Library building and equipment	-	-	X
Computer and reprographic technology	-	-	-

Table 7.5.2

PRINCIPAL COURSES : BLS DEGREE (ZARIA)

COURSE N ^o	TITLE
LS 201	- Bibliography : General
LS 202	- Bibliography : Analytical and Descriptive
LS 203	- Bibliography : Historical
LS 204	- Book Selection and Acquisition
LS 205	- Cataloguing and Classification
LS 206	- Documentation
LS 207	- Library and the Community
LS 208	- Library Education
LS 209	- Methods of Research
LS 210	- Organisation and Administration
LS 211	- Reference
LS 212	- History of Libraries

TABLE 7.5.3 THE STRUCTURE OF THE BACHELOR'S DEGREE PROGRAM: KANO AND MAIDUGURI COMPARED†

<u>Library School</u>	<u>Course(s) Offered</u>	<u>Duration</u>	<u>Minimum Admission Requirements</u>	<u>Foreign Language Specifications</u>
KANO	B.A. (Library Science) 1980 -	3 years	(i) 5 G.C.E. of which at least 2 are at A/Ls (ii) Have passed in the final examinations in the School of General Studies of the University, or its equivalent (e.g. I.J.M.B.); or (iii) Diploma in Library Science with one A/L.	Academic foreign language subject selected from degree courses in other departments: Arabic, English, and French.
MAIDUGURI	B.L.S. 1978 -	3 or 4 years	(i) 5 G.C.E. O/Ls (including English and Mathematics) of which at least 2 are at A/Ls; (ii) 4 credits in W.A.S.C. ** and 3 principal level passes in HSC ***; (iii) N.C.E. **** (iv) Diploma in Library Service with a <u>credit</u> pass from a recognised unit.	All students who do not meet the foreign language requirement of three international languages of scholarship; Arabic, French and German before admission to the Department must take and pass the two required courses in the chosen language before they can graduate.

+ Tabulation prepared by the author.

* General Certificate of Education

** West African School Certificate

*** Higher School Certificate

**** National Certificate in Education (3 years)

† LAWAL, O.O. Evaluation of library education in Nigeria. (Unpublished paper) L.U.T., DLIS, 1982

TABLE 7.5.4.

SKETCH ANALYSIS OF COURSES (MAIDUGURI)*

<u>Course Level</u>	<u>Course Number</u>	<u>No. of hours.</u>	<u>No. of Units</u>	<u>Requirements</u> <u>Compulsory/Optional [C/O]</u>
Part II	LS 201 - 203	30 (each)	2 (each)	C
	LS 204 - 208	30 "	2 "	O
	LS 209 - 210	30 "	2 "	C
Part III	LS 301 - 306	30 (each)	2 (each)	C (with prerequisites)
	LS 307 - 315	30 "	2 "	O
	LS 316 (FIELD EXPERIENCE)	10 weeks	4 units	C
Part IV	LS 401	30	2	C (with prerequisites)
	LS 402-410	30 (each)	2 (each)	O
	LS 411	30	2	C
	LS 412-415	30 (each)	2 (each)	O (with prerequisites)
	LS 499	(Final year Essay/Project)	4 units	C

* Tabulation prepared by the author.

TABLE 7.5.5

COURSE REQUIREMENTS IN LIBRARY STUDIES AND ACADEMIC SUBJECTS (MAIDUGURI)*

<u>COURSE LEVEL</u>	<u>CATEGORY</u>	<u>AWARD MINIMUM REQUIREMENTS</u>
PART I	For students following foundation program in the basic (academic) disciplines. Professional (library) courses unavailable at this stage.	Successful completion of 20 Semester units.
PART II	Professional (library) program <u>and</u> traditional academic courses available in other Departments of the University in the proportion of 3:2 professional to academic ratio.	10 Semester units in library studies (200 series), <u>and</u> 10 units minimum in 2 academic subjects (at least 4 units in either subject.)
PART III	Professional (library) program <u>and</u> traditional academic courses, 2nd. year.	16 Semester units minimum in library studies (300 series), <u>and</u> 8 units minimum in one of the academic subjects.
Part IV	Professional (library) program and traditional academic courses, 3rd and final year.	10 Semester units minimum in library studies (400 series), <u>and</u> 6 units minimum in the same subject taken as in Part III.
B.A., B.Sc. (Education) <u>and</u> B.Ed, degrees with Library Science program - Levels II - IV as above.	All three categories (II - IV) of Education students are required to take courses LS 201 - LS 209, LS 307, 313 and 403, in addition to other courses of their own choice.	Students offering Library Science as an alternative to a teaching subject for the B.A, B.Sc. (Education) degree must take at least 18 units in Library Science, <u>and</u> for the B.Ed. degree at least 24 units.

* Tabulation prepared by the author.

TABLE 7.5.6

COURSE REQUIREMENTS IN LIBRARY STUDIES AND ACADEMIC SUBJECTS (KANO)*

COURSE LEVELCATEGORYAWARD MINIMUM REQUIREMENTS

PART I

Candidates are required to take Library Science and two other subjects chosen from:

Arabic, Education, English, French, Fulfulde, Hausa, History, Islamic Studies, and Mass Communication.

2 written papers in Library Science plus papers prescribed by the Departments concerned for other subjects.

PART II

Library Science and the same two subjects chosen in Part I and practical work. One of the academic subjects is read as a main discipline and the other at a subsidiary level.

2 written papers in Library Science plus papers prescribed by the Departments concerned for other subjects.

PART III

Library Science plus the chosen main subjects, and a dissertation in Library Science.

3 written papers in Library Science, plus papers prescribed by the Departments concerned for other subjects.

* Tabulation prepared by the author.

Table 7.5.7

A COMPARATIVE TABLE OF MLS COURSES AT IBADAN AND ZARIA.

LIST OF COURSES IN PROGRAMMES FOR DOCUMENTALIST LIBRARIANS AND ARCHIVISTS	IBADAN	ZARIA
	MLS	MLS
<u>FOUNDATIONS (Masonry)</u>		
History of libraries and library education	X	X
The library in society	X	X
Sociology: African culture and oral traditions	X	
Sociology of information	X	X
General information science	X	
Comparative librarianship		X
Other subjects as subsidiary, e.g. French, History, English, Economics, and Education		X
Methods of research and presentation of papers		X
<u>MATERIALS</u>		
History of printing and book arts	X	X
Reprography	X	X
Analytical and historical bibliography	X	
Audio-visual aids software	X	
Production and display	X	
Book selection and collection development	X	X
Reference books and subject bibliography tools	X	X
Special library resources	X	
Bibliographic control	X	
Humanities literature and Documentation	X	X
Social sciences literature and Documentation	X	X
Science and Technology literature and Documentation	X	X
Sources for African Studies	X	
Children's literature and services		X
Data storage formats	X	
Documents (ideas)		
Information services	X	
Archives: manuscripts	X	
Registers, inventories and indexes	X	
<u>PROCESSES AND METHODS</u>		
Classification theory and design	X	
Classification schemes: study and use	X	X
Cataloguing rules and applications	X	X
Bibliographic compilations - enumerative	X	X
Indexing, abstracting and reviewing	X	
Technical processes	X	
Reference and readers' services	X	X
Organisation of special material	X	X
Mechanisation in libraries: storage and retrieval systems	X	X
Document languages: thesaurus		
Reference and information dissemination	X	
Library practice	X	X

Continued....

Table 7.5.7

MLS COURSES IBADAN/ZARIA (continued)

LIST OF COURSES (continued)	IBADAN	ZARIA
	MLS	MLS
<u>MANAGEMENT</u>		
Management principles and personnel		
Library administration and legislation		
<u>TECHNOLOGY</u>		
Library building and equipment	X	X
Library Automation: computer programming- languages	X	
<u>RESEARCH STUDIES</u>		
Statistical Research methods	X	X
Bibliometrics	X	X
Advanced analytical bibliography	X	
Planning of library systems		X

TABLE 7.5.8 ASSESSMENT, WEIGHTING COUNTING TOWARDS FINAL NON-GRADUATE DIPLOMA AWARD, IBADAN/ZARIA/KANO

ASSESSMENT	IBADAN 1970*-	ZARIA 1968-	KANO 1978-
<u>METHOD:</u> Continuous (including practical projects) Sessional Examinations	X	X	X
<u>WEIGHTING:</u> (Award Minimum Requirement)	50 Units minimum including 8 for library practice	Pass in 10 papers, 5 in each year.	Pass in <u>all</u> the prescribed papers on 40/60 (yr.I/yr.II) basis.
Academic Subject (written examination)	-	-	Maximum 40% required in 1 paper
<u>DIPLOMA CLASSIFICATION:</u> Distinction Credit Merit Pass Fail	X X X	X X	X

* Operated for 3 years as a one-year Certificate Course, later upgraded to 2-year Diploma.

TABLE 7.5.9 ASSESSMENT: WEIGHTING COUNTING TOWARDS FINAL DEGREE; ZARIA AND KANO COMPARED*

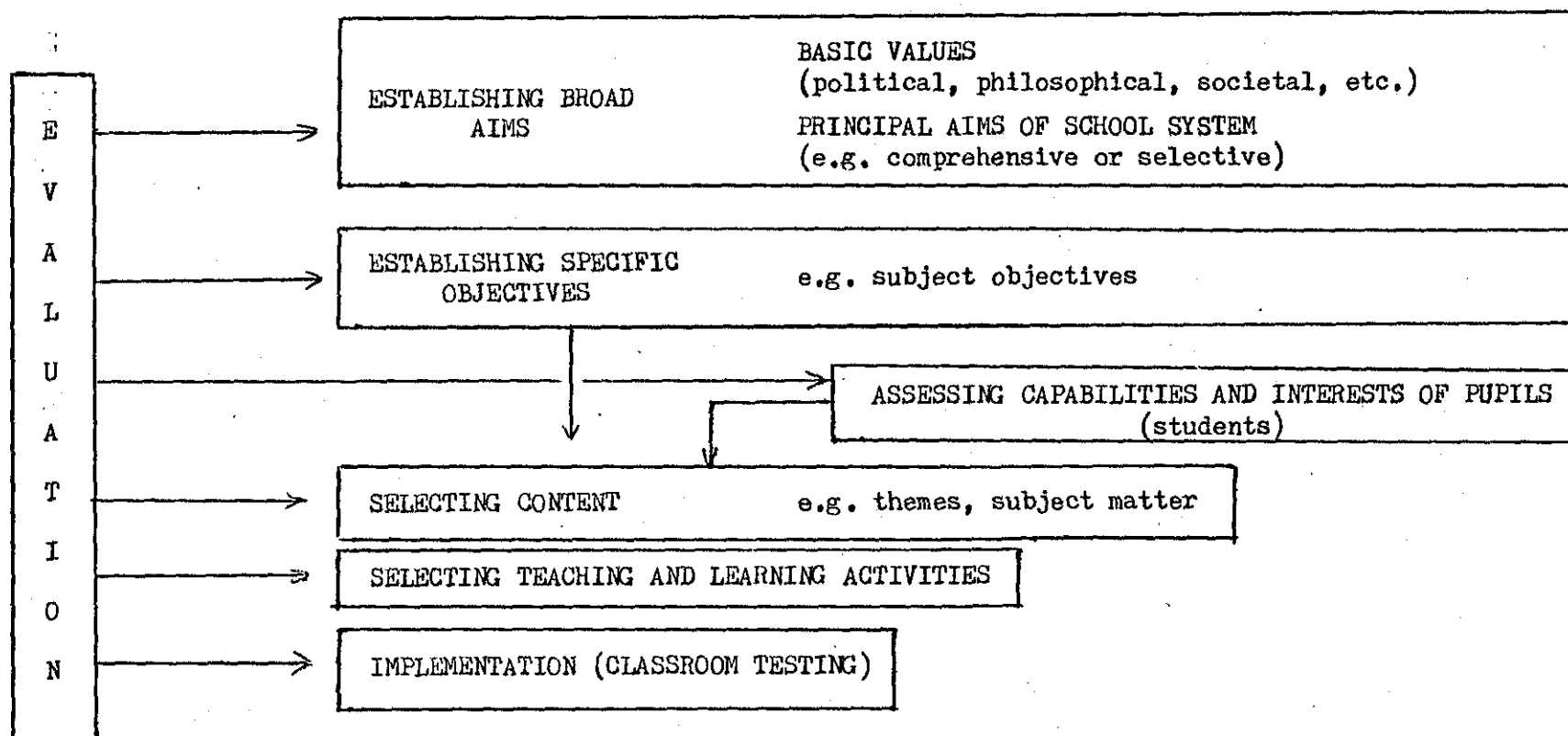
ABU, ZARIA:					
YEAR	DEGREE	<u>LIBRARY SCIENCE</u>	<u>(2 Subjects) ACADEMIC OPTION</u>	<u>SUPERVISED PRACTICAL WORK</u>	<u>DISSERTATION</u>
1.	B.L.S.	-	-	-	-
2.		15%	10%	-	-
3.		75% **	- **	-	-
TOTAL(100)		90%	10%	-	-
B.U. KANO:					
YEAR	DEGREE	<u>LIBRARY SCIENCE</u>	<u>(2 Subjects) ACADEMIC OPTION</u>	<u>SUPERVISED PRACTICAL WORK</u>	<u>DISSERTATION</u>
1.	B.A. (L.S.)	-	-	-	-
2.		15%	25%	-	-
3.		20%	20%	10%	10%
TOTAL(100)		35%	45%	10%	10%

* Tabulation prepared by the Author.

** For candidates taking Graduate Certificate in Education program:

70% Library Science; 5% Education (Academic Option) totalling 85% (lib.Sci); 15% (Academic Option)

CHART 7.5.1 AN EXAMPLE OF EVALUATION IN CURRICULUM DEVELOPMENT*



* OECD's Centre for Educational Research and Innovation (CERI), 1972⁷

CHAPTER EIGHT

SURVEY ON CURRENT ISSUES IN PROFESSIONAL EDUCATION :

TABLE: RESPONDENTS' RECOMMENDATION ON ORGANISATIONAL
 8.1 STRUCTURE FOR THE CONTROL OF LIBRARY
EDUCATION IN NIGERIA:

<u>RESPONSIBILITY TO BE LODGED IN:</u>	Number of Respondents	PCT
The general professional association	29	17.2
An association of professional library schools or educators	28	16.6
A National Council under which the various organisations in the library profession have official representation	92	54.4
A separate agency with independent governance and its own staff	20	11.8
TOTAL/PCT	169*	100.0

* Information not given by one respondent.

TABLE 8.2 RECOMMENDED ORGANISATIONAL STRUCTURE FOR CONTROL OF LIBRARY EDUCATION IN NIGERIA (BY SALARY):

RESPONSIBILITY TO BE LODGED IN	<u>SALARY RANK</u> ⁺				<u>TOTAL</u>	
	07 - 09	10 - 12	13 - 14	15 - 16	No.	PCT
The general professional association	17 (10.0)	7 (4.1)	4 (2.4)	1 (0.6)	29	17.1
An association of professional library schools or educators	13 (7.7)	8 (4.8)	5 (2.9)	2 (1.2)	28	16.6
A National Council under which the various organisations in the library have official representation	41 (24.3)	29 (17.2)	15 (8.9)	7 (4.1)	92	54.5
A separate agency with independent governance and its own staff	10 (5.9)	9 (5.3)	1 (0.6)	-	20	11.8
TOTAL	81 (47.9)	53 (31.4)	25 (14.8)	10 (5.9)	169*	100.0

⁺ Adjusted to include all library types. Amount of salary is cited in text.

* Information not given by one respondent.

TABLE 8.3 INDIGENISATION OF THE LIBRARY SCHOOL CURRICULUM:

PRIORITY RANKING OF COURSES BY RESPONDENTS:-

LIBRARIES AND LIBRARIANSHIP IN WEST AFRICA:	RANKING*					TOTAL	
	1 (UP)	2 (HP)	3 (MP)	4 (LP)	5 (LWP)	No. n = 170	PCT
History of libraries, library education and production of professional literature	40 (23.5)	29 (17.0)	46 (27.0)	45 (26.5)	10 (6.0)	170	100.0
The library in society	54 (31.8)	66 (38.8)	38 (22.3)	9 (5.3)	3 (1.8)	170	100.0
Sociology: African culture and oral traditions	14 (8.2)	22 (13.0)	52 (30.6)	68 (40.0)	14 (8.2)	170	100.0
Quranic Schools and private collections	-	2 (1.2)	7 (4.1)	25 (14.7)	136 (80.0)	170	100.0
The role of the library in education	65 (38.2)	53 (31.2)	26 (15.3)	21 (12.3)	5 (3.0)	170	100.0
TOTAL	173 (20.3)	172 (20.2)	169 (19.9)	168 (19.8)	168 (19.8)	850	100.0

1 UP = UTMOST PRIORITY

2 HP = HIGH PRIORITY

3 MP = MEDIUM PRIORITY

4 LP = LOW PRIORITY

5 LWP = LOWEST PRIORITY

TABLE 8.4 INDIGENISATION OF THE LIBRARY SCHOOL CURRICULUM: PRIORITY RANKING OF COURSES BY RESPONDENTS

INFORMATION STUDIES AND SOCIOLOGY OF INFORMATION	RANKING*					TOTAL	
	1 (UP)	2 (HP)	3 (MP)	4 (LP)	5 (LWP)	No. n=170	PCT
Information and society; user behaviour in Nigerian libraries	69 (40.6)	32 (18.8)	29 (17.1)	19 (11.2)	21 (12.3)	170	100.0
Information needs of the non-literate/semi-literate user	24 (14.1)	33 (19.4)	35 (20.6)	32 (18.8)	46 (27.1)	170	100.0
Information needs of Nigerian government policy makers	32 (18.8)	39 (23.0)	33 (19.4)	47 (27.6)	19 (11.2)	170	100.0
Information needs of the professions, e.g. medicine and farming	21 (12.4)	40 (23.5)	37 (21.8)	38 (22.3)	34 (20.0)	170	100.0
Sources of information; African cultural materials including data collection, storage and retrieval devices for dissemination of oral literature	30 (17.6)	27 (15.9)	36 (21.1)	32 (18.8)	45 (26.5)	170	100.0
TOTAL	176 (20.7)	171 (20.1)	170 (20.0)	168 (19.8)	165 (19.4)	850	100.0

*
 1 UP = UTMOST PRIORITY
 2 HP = HIGH PRIORITY
 3 MP = MEDIUM PRIORITY

4 LP = LOW PRIORITY
 5 LWP = LOWEST PRIORITY

TABLE 8.5 INDIGENISATION OF THE LIBRARY SCHOOL CURRICULUM:

PRIORITY RANKING OF COURSES BY RESPONDENTS:-

BIBLIOGRAPHICAL STUDIES:	RANKING *					TOTAL	
	1 (UP)	2 (HP)	3 (MP)	4 (LP)	5 (LWP)	No. of Responses	PCT
Analytical and historical bibliography	13 (7.6)	14 (8.2)	21 (12.4)	37 (21.8)	85 (50.0)	170	100.0.
Reference books and subject bibliography tools in Nigeria	63 (37.0)	56 (32.9)	26 (15.3)	22 (13.0)	3 (1.8)	170	100.0
Children's literature and services	22 (13.0)	25 (14.7)	36 (21.2)	48 (28.2)	39 (22.9)	170	100.0
Nigerian National Bibliography: problems of compilation and bibliographic control.	51 (30.0)	43 (25.3)	38 (22.3)	27 (15.9)	11 (6.5)	170	100.0
Indexing, abstracting and reviewing	25 (14.7)	32 (18.8)	47 (27.6)	37 (21.8)	29 (17.1)	170	100.0
TOTAL	174 (20.5)	170 (20.0)	168 (19.8)	171 (20.1)	167 (19.6)	850	100.0

* 1 UP = UTMOST PRIORITY
 2 HP = HIGH PRIORITY
 3 MP = MEDIUM PRIORITY

4 LP = LOW PRIORITY
 5 LWP = LOWEST PRIORITY

CHAPTER NINE

CONCLUSION; FUTURE IMPLICATIONS AND SUGGESTIONS FOR

FURTHER RESEARCH :

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TABLE 9.1

NIGERIA'S PROFESSIONAL MANPOWER REQUIREMENTS 1981 - 1985*

CATEGORY OF MANPOWER	CURRENT STOCK	EXISTING SHORTAGE	ADDITIONAL REQUIREMENTS: 1981 - 1985
Architects	850	570	2,780
Accountants	5,000	2,140	5,200
Civil and Structural Engineers	6,800	5,560	9,350
Electrical/electronic Engineers	3,500	1,500	3,750
Land Surveyors	1,200	510	1,300
Quantity Surveyors	700	300	1,050
Doctors	8,700	4,160	9,470
Pharmacists	4,000	1,710	3,400
Dentists	350	230	410
Nurses and Midwives	58,500	25,070	56,930
Architectural Technicians	1,080	1,030	1,730
Civil Engineering Technicians	12,800	6,890	15,390
Statisticians	350	230	410
Administrative Officers	4,500	1,130	3,660
Executive Officers	6,800	1,700	5,400
Librarians	750	500	900

* SOURCE: Outline of Fourth National Development Plan, 1982 - 85.

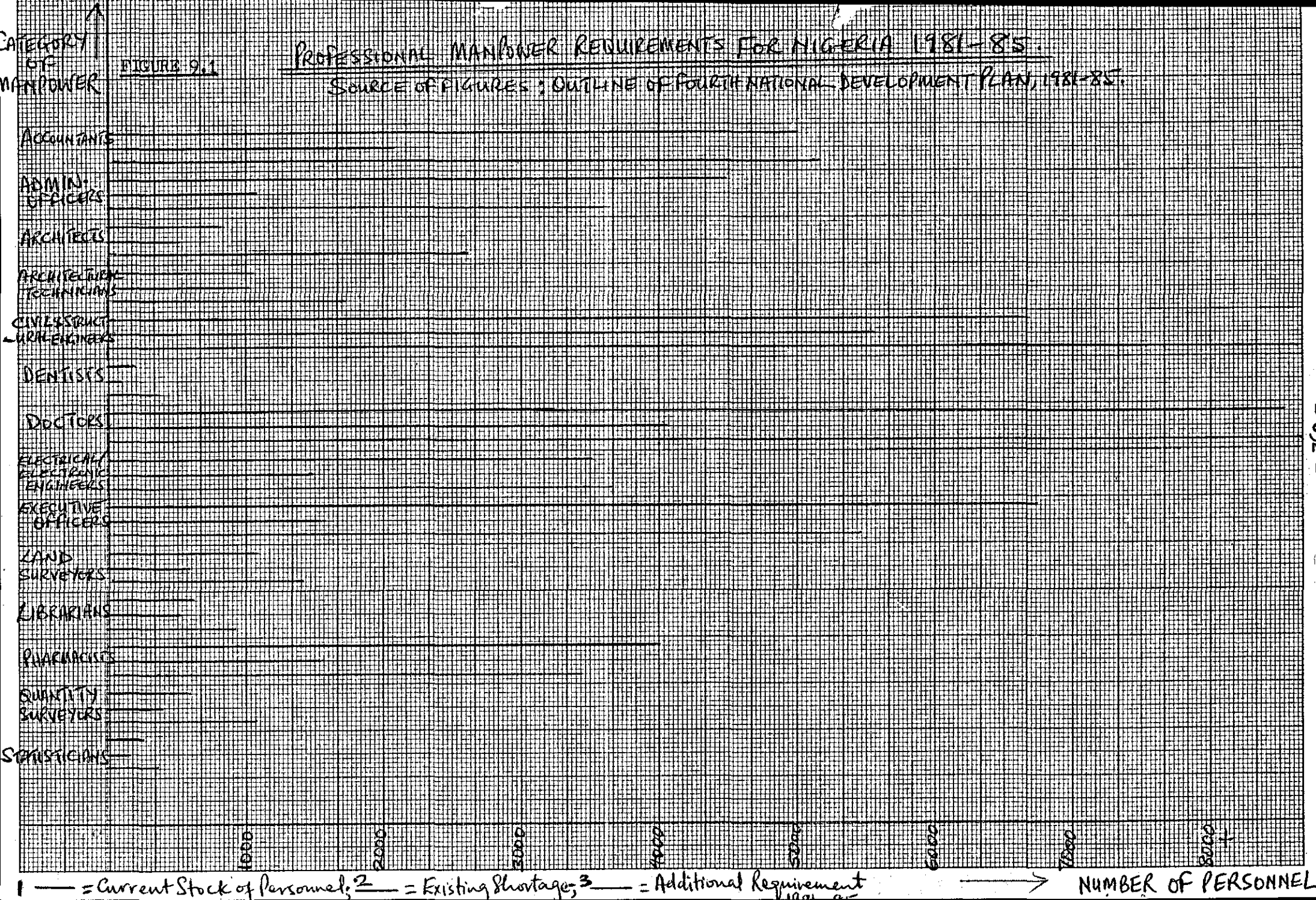
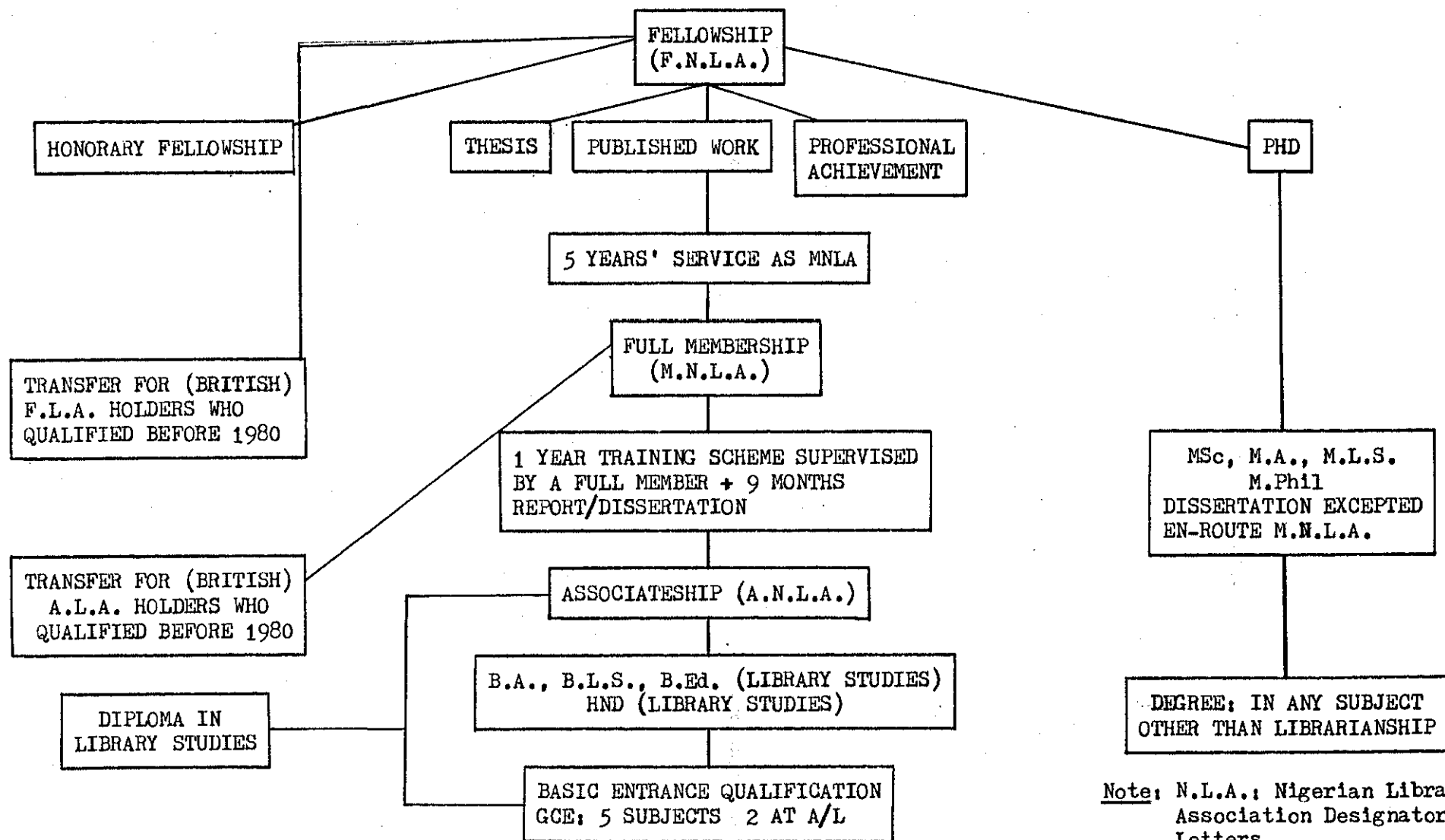


FIGURE 9.2 PROPOSALS FOR STRUCTURE OF PROFESSIONAL QUALIFICATIONS



Note: N.L.A.: Nigerian Library Association Designatory Letters.

