

# Periodic Research

## Job Market in LIS Field in India: An Analysis

### Abstract

The data required to carry out the study have been collected from the 'LIS Links: Social Network for Librarians in India Since 2008' from the years 2011 to 2014 to access the job opportunities in the library and information science field. The collected data have been represented through ten tables and analysed to reflect year-wise distribution of advertised job posts; states in which the jobs are advertised; designation-wise distribution of jobs; nature of job - whether it is permanent, temporary or contractual; types of employers- central, state governments or private sectors; nature of institutions- academic institute, research institute etc.; essential qualifications- basic and professional. From the study it can be said that LIS education has a good potential job prospects in India.

**Keywords:** LIS Education in India, Professional Course, Job Opportunities in LIS in India, LIS Professionals, Librarianship, Job Opportunities-India.

### Introduction

In the early 19<sup>th</sup> century, young people learned librarianship by working under the more experienced practitioners. The first ever library school was started by Melvil Dewey in USA in 1887 at Columbia College (Now Columbia University). In India the existence of in service training was initiated by John Macfarlane, the first librarian of the Imperial Library (now National Library) at Calcutta from 1901-06. In 1911, Siyaji Rao Gaikwad (1862-1939) the ruler of Baroda State called the American librarian Mr. William Allenson Borden (1853-1931), a disciple of Melvil Dewey to create a cadre of men for the newly established libraries in the state library system. At Central Library in Baroda he initiated the first training program for library workers in India in 2011. In 1915, Asa Don Dickinson, another American Librarian, established a training course in erstwhile Punjab University (now in Pakistan), which was considered to be the second library school in the world, the first being the Columbia School (Sarkhel, 2006, p. 427). A number of career prospects are available in Library and Information Science (LIS) field since last few decades. As LIS is interdisciplinary in nature, chances exist for employment within and outside the profession like working as research assistants to scholars; with booksellers and publishers in locating books and information; preparing catalogues and bibliographies for wholesalers and publishers; preparing commercial indexing periodicals; and compilation of source books (Satija, 1983).

With the rise of technology and occupational specialization in the 21<sup>st</sup> century, same as some other courses like engineering, nursing etc., librarianship also explicitly claims professional status. Any course in LIS education is treated as professional course and it is desired that students of this field will be true professionals in future.

### Objectives of the Study

The chief objectives of the present study are:

1. To find out year-wise job trends in LIS field.
2. To know state-wise job opportunities of LIS professionals.
3. To see designation-wise distribution of LIS jobs.
4. To observe nature of stability of LIS job vacancies.
5. To assess distribution of posts according to types of employers and types of institutions.
6. To know status of emerging job posts.
7. To find out job opportunities for fresh students.
8. To see necessary qualifications (basic and professional) against job vacancies.



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**Scope and Methodology**

It is expected that persons want to know about LIS or having certificate, diploma, degree in LIS field and looking for jobs will get some help from this study. This study is conducted for the years 2011 to 2014 based on the job posts as monthly archived in 'LIS Links: Social Network for Librarians in India Since 2008'. After carefully analysis and tabulation, all the required data is represented through ten tables and interpretation have made.

**Review of Literature**

Any course in LIS is normally treated as professional course; therefore analysis of job market is an integral part of this discipline. Many significant studies have been conducted such as study on curriculum design, quality assurance of LIS education, government initiatives, required skills and management issues of professionals etc., all these are very much associated to the study of job market scenario. A study was conducted to analysis career opportunities for library personnel by Anand, Kapoor, & Malhan (1982). They scrutinized 401 advertisements as appeared in three national newspapers during 1979 and 1980. Again almost similar type of work was done for the years 1981 and 1982 by analysing 672 advertisements for 808 posts as taken from three newspapers i.e., The Times of India, the Hindustan Times and the Weekly Employment News (Anand & Kapoor, 1983). Sridhar (1999) described about various levels of skills such as cognitive and professional skills, skills on computer literacy and information technology, marketing and managerial skills etc., as necessary for LIS professionals to sustain in e-world. A good discussion on 'knowledge, skill and will' was made by him. Jeevan (2003) in his paper "Job Prospects in Library & Information Science: A Study of Vacancies Notified in the Employment News from 1998 to 2001" highlighted on major employers of LIS job in India including central and state governments, private sectors and others and also discussed about categories of job, qualification level, reservation trends etc. Keeping in view 'LIS is thriving as a potential job prospect to a graduate' he provided few suggestions about what should be done by students, employers and professional bodies. The emergence of LIS education in India before and after independence was traced by S. P. Singh. He overviewed the institutions offering LIS course at various levels through regular and open schools and the problems affecting the status of LIS education and suggested the ways to solve those problems (2003). Emerging paradigms, challenges and propositions of LIS education in India in digital era was studied by Mahapatra (2006). Sarkhel (2006) identified issues and perspectives of quality assurance and accreditation of LIS education in Indian Universities. On the basis of observations and understandings of activities and outcomes from different sectors and nationalized body he developed a set of objective indicators to facilitate the assessment and accreditation of LIS education. Providing a brief description about growth and development of higher education in India, library schools of Indian

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Universities during pre and post-independence era and current trends in LIS education in India, Dasgupta (2009) identified some problems and solutions of LIS education in India. Joshi (2010) carried out a study regarding some government initiatives (including the Inter-University board of India, the advisory committee for Libraries, the Institute of Library Science, the Working Group of Planning Commission, the National Policy on Library and Information System, norms and guidelines of UGC, and some other committees for development of LIS education and professionals etc.) as taken by Indian Government for the progress of LIS education in India. Sinha & Pandey (2014) in their article "Status of Job Opportunities and Employment of Library and Information Professionals in India: An Analysis of Job Advertisements" mapped job opportunities in India by analysing the job advertisements as available in the Employment News Weekly and LIS Link Job Portal for the year 2011.

**Analysis of Data****Year-wise distribution of LIS jobs**

Recent LIS job trends i.e., year-wise distribution of job posts are depicted in Table-1. It reveals from the Table that total 8871 job posts are advertised from 2011-2014, out of which most jobs come in the year 2013 (36.95%), following the years 2012, 2014 and 2011 producing 28.62%, 23.29% and 11.62% job posts respectively.

**Table-1: Year-wise distribution of LIS jobs**

| Sl. No. | Years | No. of Job Posts | Percentage (%) |
|---------|-------|------------------|----------------|
| 1       | 2011  | 1031             | 11.62          |
| 2       | 2012  | 2496             | 28.14          |
| 3       | 2013  | 3278             | 36.95          |
| 4       | 2014  | 2066             | 23.29          |
|         | Total | 8871             | 100.00         |

**State-wise distribution of LIS Jobs****Table-2: State-wise distribution of LIS jobs**

| Sl. No. | Name of the States/Union Territories | No. of Job posts | Percentage (%) |
|---------|--------------------------------------|------------------|----------------|
| 1       | Andhra Pradesh                       | 151              | 1.70           |
| 2       | Assam                                | 182              | 2.05           |
| 3       | Bihar                                | 78               | 0.88           |
| 4       | Chhattisgarh                         | 105              | 1.18           |
| 5       | Delhi                                | 3521             | 39.69          |
| 6       | Gujarat                              | 248              | 2.80           |
| 7       | Haryana                              | 614              | 6.91           |
| 8       | Himachal Pradesh                     | 55               | 0.62           |
| 9       | Jammu and Kashmir                    | 62               | 0.70           |
| 10      | Karnataka                            | 240              | 2.71           |
| 11      | Kerala                               | 341              | 3.86           |
| 12      | Madhya Pradesh                       | 182              | 2.05           |
| 13      | Maharashtra                          | 436              | 4.91           |
| 14      | Meghalaya                            | 27               | 0.30           |
| 15      | Mizoram                              | 16               | 0.18           |
| 16      | Nagaland                             | 35               | 0.39           |
| 17      | Orissa                               | 193              | 2.18           |
| 18      | Punjab                               | 352              | 3.97           |
| 19      | Rajasthan                            | 194              | 2.19           |
| 20      | Sikkim                               | 19               | 0.21           |

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|----|---------------|------|------|
| 21 | Tamil Nadu    | 328  | 3.70 |
| 22 | Uttar Pradesh | 601  | 6.78 |
| 23 | Uttarakhand   | 283  | 3.19 |
| 24 | West Bengal   | 501  | 5.64 |
| 25 | Others        | 107  | 1.21 |
|    | Total         | 8871 | 100  |

It is clear from the above table that in India the most job facility in LIS field is in Delhi. Capturing 39.69% of total job posts Delhi is the top rank holder in job dissemination. Haryana (6.91%) is the second rank holder followed by Uttar Pradesh (6.78%), west Bengal (5.64%), Maharashtra (4.91%) etc. In the states of Gujarat, Karnataka, Rajasthan, Orissa and Madhya Pradesh LIS job opportunities are moderate.

There is less opportunity for LIS professionals in the states of Meghalaya, Nagaland, and Mizoram.

## Designation-wise distribution of LIS jobs

It is evident from Table-3 that LIS professionals have various designations in their working fields. It also reveals from the table that 44.74% of the total posts are under the designation of Librarian (may be school, college, university etc.) which is followed by Assistant Librarian (9.57%), Library Trainee (6.82%), Library Attendant (5.90%), Library Assistant (5.77%) and so on. It is also notable that there are only 77 (0.87%) teaching posts.

**Table-3: Designation-wise distribution of LIS jobs**

| Sl. No. | Designation  | No. of job posts   | Percentage (%) |       |
|---------|--|--|----------------|-------|
| 1       | Assistant Librarian  | 849  | 9.57           |       |
| 2       | Assistant Librarian and Information Officer/Assistant Library Officer                                  | 27   | 0.30           |       |
| 3       | Assistant Professor  | 46   | 0.52           |       |
| 4       | Associate Professor  | 12   | 0.14           |       |
| 5       | Deputy Librarian   | 213  | 2.40           |       |
| 6       | Junior Library and Information Assistant   | 43   | 0.48           |       |
| 7       | Librarian (Including Gr. 1, Gr.2, Gr.3, Junior, Senior etc.)   | School   | 2601           | 29.32 |
|         |  | College  | 487            | 5.49  |
|         |  | University   | 251            | 2.83  |
|         |  | Other Academic Institutes (including IIT, NIT, IIM etc.) | 302            | 3.40  |
|         |  | Research Institute                                       | 72             | 0.81  |
|         |  | Remaining govt. or non govt. Organisations/Institutions  | 256            | 2.89  |
|         |  | Total  | 3969           | 44.74 |
| 8       | Library and Information Assistant/ Officer   | 248  | 2.80           |       |
| 9       | Library Apprentice   | 329  | 3.71           |       |
| 10      | Library Assistant  | 512  | 5.77           |       |
| 11      | Library Attendant  | 523  | 5.90           |       |
| 12      | Library Clerk  | 31   | 0.35           |       |
| 13      | Library Intern   | 116  | 1.31           |       |
| 14      | Library Trainee  | 605  | 6.82           |       |
| 15      | Manager (Including Assistant manager, Library and Information Manager, Manager cum Librarian )         | 23   | 0.26           |       |
| 16      | Officers (including Principal Library and Information Officer, Documentation Officer, Library Officer) | 89   | 1.00           |       |
| 17      | Professional Assistant   | 136  | 1.53           |       |
| 18      | Professor  | 19   | 0.21           |       |
| 19      | Project Assistant/Project Fellow/Project Associate/Project Officer                                     | 132  | 1.49           |       |
| 20      | Research Fellow/Research Associate   | 50   | 0.56           |       |
| 21      | Semi Professional Assistant  | 155  | 1.75           |       |
| 22      | Senior Library and Information Assistant/Officer   | 128  | 1.44           |       |
| 23      | Technical Assistant  | 105  | 1.19           |       |
| 24      | Others   | 511  | 5.76           |       |
|         | Total  | 8871   | 100.00         |       |

## Permanency-wise distribution of LIS jobs

It shows from Table-4 that out of 8871 job posts under study, only 1457 (16.42%) jobs are on contractual or deputation or temporary basis and rest 7414 (83.58%) job posts are on permanent basis.

**Table-4: Permanency-wise distribution of LIS jobs**

| Sl. No. | Permanency of jobs               | No. of jobs | Percentage (%) |
|---------|----------------------------------|-------------|----------------|
| 1       | Contractual/Deputation/Temporary | 1457        | 16.42          |
| 2       | Permanent                        | 7414        | 83.58          |
|         | Total                            | 8871        | 100.00         |

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**Distribution of LIS jobs according to types of employers**

It reveals from the Table-5 that private sectors also play important role for LIS professionals. Out of 8871 job posts 1146 (12.92%) job posts have been advertised from private sectors. There are 51.61% jobs from different state governments in India followed by 35.47% job posts from central government.

**Table-5: Employer-wise distribution of LIS jobs**

| Sl. No. | Employers          | No. of jobs | Percentage (%) |
|---------|--------------------|-------------|----------------|
| 1       | Central Government | 3147        | 35.47          |
| 2       | State Government   | 4578        | 51.61          |
| 3       | Private            | 1146        | 12.92          |
|         | Total              | 8871        | 100.00         |

**Distribution of LIS jobs according to types of institutions/organisations**

It is well known to us that LIS professionals work not only within the academic institutions, but they have also notable opportunities to work with research institute, government and non government organisations. Most job posts (29.58%) advertised for schools, followed by 15.75% and 17.07% job posts for colleges and universities respectively. According to the study it is remarkable to say that only 6.02% job posts come from research and development (R & D) institutes.

**Table-6: Institution/organisation-wise distribution of LIS jobs**

| Sl. No. | Institutions/ Organisations                                | No. of jobs | Percentage (%) |
|---------|--|-------------|----------------|
| 1       | School   | 2624        | 29.58          |
| 2       | College  | 1397        | 15.75          |
| 2       | University   | 1514        | 17.07          |
| 4       | Other Academic Institutions (including IIT, IIM, NIT etc.) | 1361        | 15.34          |
| 5       | Research Institute   | 534         | 6.02           |
| 6       | Remaining govt. or non govt. Organisations/Institutions    | 1441        | 16.24          |
|         | Total  | 8871        | 100.00         |

**Level-wise distribution of LIS jobs**

An attempt has been made to categorise job posts into three levels – Top, Middle, and Bottom. Posts having grade pay more than or equal to 5400 per month (PM) are put to Top Level where as posts having grade pay more than or equal to 3600 PM but less than 5400 PM are put to Middle Level and posts having less than 3600 PM grade pay are put into Bottom Level. In case of contractual jobs, posts having more than 4 lakh annual incomes are put to Top Level and posts having less than 2 lakh annual incomes are put to Bottom Level. In general it may be said that higher administrative posts, Librarian of colleges, universities, NITs, IITs, IIMs, Assistant Librarian and Deputy Librarian of universities etc. are put to Top Level, where as School Librarian, Library and Information Assistant, Professional Assistant etc. are included in the Middle Level and the designations

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such as Library Clerk, Library Trainee, Library Attendant etc are included to Bottom Level.

From Table-7 it is found that 4017 (45.28%) posts are for Top Level followed by 30.59% and 24.13% for Middle and Bottom Level respectively.

**Table-7: Level-wise distribution of LIS jobs**

| Sl. No. | Level  | No. of jobs | Percentage (%) |
|---------|--------|-------------|----------------|
| 1       | Top    | 4017        | 45.28          |
| 2       | Middle | 2714        | 30.59          |
| 3       | Bottom | 2140        | 24.13          |
|         | Total  | 8871        | 100.00         |

**Distribution of LIS jobs according to Experience**

As LIS courses are professional courses, here every student wants job after just completion of the course. Experience is one of the key factors to get jobs. Some designations like Library Trainee, Library Apprentice, and Library Intern are those where generally fresh candidates have opportunities to (come in LIS) profession. From Table-8 it is observed that 3361 (37.89%) job posts are for fresher students and 5510 job posts demand experience from applicants.

**Table-8: Experience-wise distribution of LIS jobs**

| Sl. No. | Experience | No. of jobs | Percentage (%) |
|---------|------------|-------------|----------------|
| 1       | No         | 3361        | 37.89          |
| 2       | Yes        | 5510        | 62.11          |
|         | Total      | 8871        | 100.00         |

**Essential qualifications for LIS jobs**

The essential qualifications found from related employers are divided into basic qualifications and professional qualifications in LIS. Since many job advertisements are not vary explicit about the qualifications and merely mention the qualifications as per UGC norms, central or state government norms or institution's rules only 6845 (77.16%) jobs are classified into six categories and in case of rest 2026 job posts necessary qualifications not mentioned explicitly. The results of categorization by essential basic qualification are shown in Table-9. Here it is notable that 4785 (53.93%) job posts demands graduation as basic qualification followed by 13.43% Masters Degree, 5.14% Secondary or Matriculation, 3.35% Higher Secondary, 0.26 % class Eight and 1.05% others including Ph D and B Tech.

The essential professional qualifications are classified in Table-10. Bachelor of Library and Information Science (BLIS) is essential for 2863 (32.27%) job posts where as Masters of Library and Information Science (MLIS), Diploma in Library and Information Science (DLIS), Certificate in Library and Information Science (CLIS) are essential for 25.81%, 10.96% and 4.69% job posts respectively. Post Graduate Diploma in Computer Application and other professional courses (including six months computer course, courses in foreign languages etc.) are also essential for 1.05% and 2.38% job posts respectively.

**Table-9: Essential qualifications (basic) for LIS jobs**

| Sl. No. | Qualifications (basic) | No. of jobs | Percentage (%) |
|---------|------------------------|-------------|----------------|
| 1       | Eight (VIII)           | 23          | 0.26           |

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|   |                        |      |        |
|---|------------------------|------|--------|
| 2 | Secondary (S)          | 456  | 5.14   |
| 3 | Higher Secondary (H S) | 297  | 3.35   |
| 4 | Graduation (G)         | 4785 | 53.93  |
| 5 | Masters (P G)          | 1191 | 13.43  |
| 6 | Others                 | 93   | 1.05   |
| 7 | Not Mentioned          | 2026 | 22.84  |
|   | Total                  | 8871 | 100.00 |

**Table-10 Essential qualifications (professional) for LIS jobs**

| Sl. No. | Essential Qualifications (professional) | No. of Jobs | Percentage (%) |       |
|---------|---|-------------|----------------|-------|
| 1       | Mentioned                               | CLIS        | 416            | 4.69  |
| 2       |   | DLIS        | 972            | 10.96 |
| 3       |   | BLIS        | 2863           | 32.27 |
| 4       |   | MLIS        | 2290           | 25.81 |
| 5       |   | PGDCA       | 93             | 1.05  |
| 6       |   | Others      | 211            | 2.38  |
| 7       | Not Mentioned                           | 2026        | 22.84          |       |
|         | Total                                   | 8871        | 100.00         |       |

**Major Findings**

1. Out of four successive years, more job posts advertised in the year 2013.
2. Comparing to other states, Delhi is the place where LIS professionals have more job opportunities.
3. LIS professionals have various designations but 44.74% job posts advertised with the designations of 'Librarian'.
4. 83.58% job posts are permanent in nature.
5. Only 12.92% job posts are concerned to private sectors.
6. From the whole study and data analysis it is carefully seen that there are no job posts related to public libraries.
7. Almost half of the job posts (45.28%) are concentrated in the top Level.
8. Fresh candidates have good opportunities to 37.89% job posts.
9. Graduate with BLIS degree is essential for most cases to get job in LIS field.

**Conclusion**

Any professional course differs in its basic objectives and purposes than others conventional courses. Professional courses are need-based. Without identifying the demand for LIS professionals rightly, more universities are eager to start LIS course at present. Assuming 75% success rate of total admittance in LIS courses including BLIS, MLIS, M. Phil. and Ph.D. per year, only 17.60% of the total pass out students have got job opportunity (Sinha & Pandey, 2014). Some universities including Indira Gandhi National Open University (IGNOU), Netaji Subhas Open University etc., offering LIS courses on distance mode also. It is hoped that nationalized body on higher education like University Grants Commission (UGC) and others will take necessary steps in future to keep balance between market needs and total pass out candidates having proper professional skills.

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