

# 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.



**Debabrata Maity**

Librarian,  
Khejuri College, Baratala, Khejuri,  
Purba Medinipur,  
West Bengal, India

**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

# Periodic Research

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

# Periodic Research

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

# Periodic Research

## 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

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

E: ISSN No. 2349-9435

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.

# Periodic Research

#### References

- Anand, A. K., & Kapoor, S. (1983). *Manpower for the library and information field in India: A report on employment trends in 1981 and 1982*. *Annals of Library Science and Documentation*, 30(3-4), 85-97.
- Anand, A. K., Kapoor, S., & Malhan, I. V. (1982). *Career opportunities and prospects for library and information science personnel in India*. *IASLIC Bulletin*, 27(2), 77-92.
- Dasgupta, A. (2009). *Preparing future librarians in India: A vision for LIS schools of Indian Universities in the 21st century*. Presented at the World Library and Information Congress: 75th IFLA General Conference and Council, Milan, 23-27 August 2009. Retrieved from <https://www.ifla.org/past-wlic/2009/126-dasgupta-en.pdf>
- Jeevan, V. K. J. (2003). *Job prospects in library & information science: a study of vacancies notified in the 'Employment News' from 1998 to 2001*. *Annals of Library and Information Studies*, 50(2), 62-84.
- Joshi, M. K. (2010). *Library and information science education in India: Some government initiatives*. *DESIDOC Journal of Library & Information Technology*, 30(5), 67-73.
- LIS Links: Social Network for Librarians in India Since 2008. (2015). Retrieved February 15, 2015, from <http://www.lislinks.com/>
- Mahapatra, G. (2006). *LIS education in India: Emerging paradigms, challenges and propositions in the digital era*. Presented at the Asia-Pacific Conference on Library & Information Education & Practice 2006 (A-LIEP 2006), Singapore, 3-6 April 2006. Retrieved from <http://hdl.handle.net/10150/106109>
- Sarkhel, J. K. (2006). *Quality assurance and accreditation of LIS education in Indian Universities: Issues and perspectives*. In C. Khoo, D. Singh & A.S. Chaudhry (Eds.), *Proceedings of the Asia-Pacific Conference on Library & Information Education & Practice 2006 (A-LIEP 2006)*, Singapore, 3-6 April 2006 (pp. 427-431). Singapore: School of Communication & Information, Nanyang Technological University.
- Satija, M. P. (1983). *The plight of librarians: Avenues for more jobs*. *Lucknow Librarian*, 15(3), 93-97.
- Singh, S. P. (2003). *Library and information science education in India: Issues and trends*. *Malaysian Journal of Library & Information Science*, 8(2), 1-17. Retrieved from [http://www.myjournal.my/filebank/published\\_article/1932/262.pdf](http://www.myjournal.my/filebank/published_article/1932/262.pdf)
- Sinha, M. K., & Pandey, B. K. (2014). *Status of job opportunities and employment of library and information professionals in India: An analysis of job advertisements*. *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, 19(1), 79-93.
- Sridhar, M. S. (1999). *Skill requirements of LIS professionals in the new e-world*. *Library Science with a Slant to Documentation and Information Studies*, 36(3), 141-149.