CHAPTER-II

LITERATURE REVIEW
2.0 Introduction

Looking back to the research results (published in print and non-print materials) for carrying out a fresh search on the said/similar area, is an important part in planning and designing of any research study. The definite purposes are to:

- define the limit of the study;
- understand the latest development in the field of the study;
- make the objectives of the present study more clear and concise;
- avoid unintentional duplication of well-established findings;
- know about the tools and instruments which proved to be useful and promising in the previous studies, through which validity of results is to be established; and
- know about the suggestion/instruction/recommendation of the previous researchers for further researcher/investigator which they have listed in their studies.
2.1 Scope and Coverage of the Review

The present review aims to cover such literature, which may help to have a comprehensive view of the women professionals in libraries. Some of the articles reviewed may not directly be related to the present topic, but may help in formulating and conducting investigation on the said area. The review covers the literature published during last three decades (1974 onwards). Nearly eighty published articles are being reviewed in the present investigation. The articles sited in some studies though not verified have also been referred.

2.2 Arrangement

The literature reviewed have been arranged chronologically and divided into two separate groups, i.e., studies conducted in abroad and studies conducted in India.

2.2.1 Studies Conducted in Abroad

The studies covered here are mostly conducted during thirty years in the countries like USA, UK, Australia, Canada, Japan, Malaysia and some other foreign countries. The description given here is arranged chronologically. An attempt has also been made to accommodate the studies, which have addressed to very specific areas related to the present work.

1070-1979: Fifteen out of a number of studies conducted by scholars during this period are found to have some link with the current work. It has been observed that the “issues of women professionals” in the libraries were very much alive during seventies (of the last century) also. Let us note the findings of these researchers.

Schilar,¹ in a study on women in librarianship found that, in America, the librarians of large cities and academic institutions are invariably male, while women dominating the libraries of smaller cities and colleges. She also
holds that the bureaucracy, hierarchy, lack of autonomy in the profession is to be blamed on the preponderance of women.

Tazawa,\(^2\) studied the female library staff based on opinions collected from the opposite sex. The study has contributed to a great extend to the special librarians for social change and also raised the feminist group issue.

In Canada, both Chada\(^3\) and Smart\(^4\) have conducted studies on sexual discrimination of women. The studies have highlighted that though women comprises 80% of the profession, 94% of the Chief librarians in Ontario University libraries are men. Again, when women are in top position, they are less paid. They demand that library policies must be changed for allowing women on equal status with men. In a study on “Do women hold the reigns of power in French Libraries?”, Boisnard\(^5\) has found that in France, on an average, every year, 90% of the women students gets librarianship certificate; and between 70-80 percent of librarians, with the Advance Diploma of Librarianship, joins the libraries as scientific staff.

From a study conducted by Toboru\(^6\) in Hungary on “Women librarians and documentalists”, it is observed that 70 per cent of librarians and documentalists are women and they show that they are no less endowed than man with a capacity for innovation and an ability to adapt to new techniques and methods.

In U.K. very few women reach the top positions in Librarianship, as reported by Farnworth,\(^7\) Glasser\(^8\), compares the library profession of USA with that of Norway. It reveals that larger percentage of women professionals in Norway always prefers top jobs, particularly in large towns. Women are found in higher position of smaller libraries.
The impact of the women’s movement on library profession till the end of the last century is explored by Weibel. Garrison has analysed the conditions of women librarians in America in a study entitled “The Tender technicians: the feminization of public librarianship – 1876-1905”.

Career profile on women directors of the largest academic libraries in the United States has been studied by Fennell. In the same year Muriuki has worked on the history of the role of women in African librarianship comparing the current situation in France, Hungary and in the USA. The activities of the foundation of National Women’s Liberation Front for Librarians’ have been examined by Schuman and Weibal for some positive direction.

In 1979 different studies conducted based on the equal employment opportunities of women in librarianship by Yates and Braunagel.

1980-1989: During eighties the women issue has remained not only alive but also intensified by a number of studies. Some of the studies are picked up and narrated briefly in this portion.

In a study Heim confirms that librarianship is numerically dominated by women during eighties also. Ronald has thrown light on directors of 90 US ARL (American Research Libraries) during 1966 and 1981. He has found that while there was only one female library director in 1966 there are 12 in 1981. Two researchers i.e., William and David, have also conducted a survey ‘on the tenure rates of University Library Directors’ in the year 1983 and they have found that out of 33 American Research Library directors there is only one female director. Rosemery, has carried out a study on women and leadership in the library profession and disappointed to find that leadership role of women is very significant.
Based on a study, "The mentoring influence in the careers of women ARL directors" Elizabeth,\textsuperscript{20} has discussed:

- career development of women in librarianship;
- role of the mentor and mentoring relationship in the career development of women in ARL libraries; and
- development of leadership as an important activity for libraries and academic institutions.

The study of women is regarded not a fad, but as a growing discipline and that should not be ignored, as felt by Emery.\textsuperscript{21} Status, rights and development of women library professionals in Pakistan are the issues highlighted by Mughol.\textsuperscript{22}

In a conference on women which was held at the University of Illinois Libraries, Magrabi,\textsuperscript{23} has studied the issues like women's role in household and in development of their profession. The researcher also examines the proposal for a source book which is to be developed for the workshop and specialised collections for use.

In a comprehensive study of the publishing patterns of Ph.Ds in librarianship, Christine,\textsuperscript{24} has found that the publishing patterns of female librarians are disproportionately smaller in number than their male counterparts.

A survey on female librarian was conducted in Australia by Tilley,\textsuperscript{25} in order to develop a profile of achievement, motivation and to focus on two categories of factors associated with career success and promotion. A recommendation has been made in the said study for new training opportunities and procedures and also for careful evaluation.
‘Work that has been traditionally performed by women has historically been undervalued and as a result underpaid’—this realisation is from a study conducted by Hendricks.26 History of the pay equity of the male and female librarians in Ontario has also been narrated in the said study along with an outline of the framework of the pay equity commission.

In Australia too, the majority of the librarians are women, but like other countries, there are a very small number of female chief librarians. This picture has led Tilley,27 to take up a pilot study on ‘achievement motivation’ to:

- test the attitudes of female students currently graduating in librarianship;
- try to establish whether they have low career aspirations; and
- determine their attitudes towards achievement motivation.

A biographical study of sex differences in Canada Librarianship by Harris and Tague,28 has revealed that there are a number of differences in the career paths of men and women prior to their appointments as directors.

A survey on “career progression of academic medical library directors” conducted by Newcomer and Pisciotta,29 has reported that during last ten years female library directors have been higher in number - overall percentage of their presence in the medical library profession has also been increased.

Two researchers, Kummel and Feller,30 have examined the status of women professionals and their qualities in their study on “career prospects of women in libraries” caring their viewpoints. From the said study, they have found that “low pay has been connected with librarian’s historical development and with women professionals”.
"The role of women in organisation and administration" has been discussed by Sonja and Brigitta,\textsuperscript{31} in their study 'women in industry'. The study has highlighted that there are few women in management and they earn less than their male counterparts.

Gundel,\textsuperscript{32} has identified the insignificant status of women in holding/occupying leading position in large libraries, though they dominate this profession.

Hilderbrand,\textsuperscript{33} has studied the feminist agenda about the pay equity and on increasing the number of women in managerial position in large libraries.

\textbf{1990} – : Nearly thirty five studies are recorded during this period. The research on women professionals, it has been observed, had become an important study along with the fast-spreading concept of 'feminism and women empowerment'. More and more, the silent-spectator of women section has come forward and started telling their own grievances against the discrimination they experience every movement. Let us see here what the researchers have found from their studies.

Highlighting the salary discrimination against women librarians, the research of Stukas, \textit{et. al.},\textsuperscript{34} has studied the issue of equality with reference to the report submitted by the American Library Association's commission on pay equity.

Passet,\textsuperscript{35} reported a study of employment opportunities for women academic librarians in the western states of the USA during the period 1900-1920.
Situation of female librarians in the USA and West Germany has been compared by Schmidt, stating that while women outnumber men, the male are in more responsible position with higher pay.

From a study carried out by Cravey, it is known that the academic librarians hold a positive and unique occupational identity. Myers and Kaufman, have found a wide range of changes among ARL directors during 1970-1989 in different areas.

In a national survey on tenure and promotion policies for academic librarians, Betsy and Robert, have found that ‘job performance’ continues to be the most widely recognized factor for evaluating academic librarians’ performances, as examined in virtually every institution.

In a study, Yee, has described the origin, aims and functions of PAWORNEN. It is a network designed to meet the needs of women in the pacific region and to improve the availability, accessibility and management of information on women and by women in the region.

In a research study, Kirkland, has identified a link between female majority in librarianship and women’s lower sense of entitlement, leading to acceptance of the status quo.

Library education in the Southern States of America, regional attitudes towards gender, race and class and the impoverished economic climate of South related to library education are highlighted in the research of Carmichael.

Several studies were conducted in the year 1992. Harris, explains flaws in the trait theory and the gender issue in librarianship. He also discusses the hypothesis, which holds that the extensive presence of women is
responsible for him during development of the profession. Females are responsible for low status of librarianship - this is what Hilderbrand,44 finds in his research. He has also discussed some major concepts of recent scholarship in relevant disciplines and proposed a new model for looking at a critical period in library history.

Studies by Pakkiri,45 on Regional networking of women’s resource centres in Southern Africa had concentrated on the concept of development, objective and the role of gender-specific-resource-centre in Zimbabwe.

Referring the origins of gender concepts and its affect on the librarianship profession, Beck,46 has presented a report at a conference held at the University of Toronto in March 1992. Again, identifying the ‘male dominated management paradigm’ as a constraint and barriers for the advancement of women in the profession, Whittaker47 has completed his research project.

Norman,48 has demonstrated the importance of IT in women's career development in the LIS profession. Although a number of women feel inhibited with computers and do not have the same encouragement as men in learning IT-skills, it has been found in reality that women may be better at managing IT than men, in case they are given proper support and opportunity.

Maak and Passet,49 have examined the role of mentoring in the lives of one group of academic women, women faculty in library and information science during the past 50 years based on the work of scholars in anthropology, sociology and women’s studies.

Studies on gender, power and the dangerous pursuit of professionalism in American Libraries has carried out by Harris.50 In his work, he has also
explored the reasons of why women are not viewed as key players in the growing information sector. Technology is viewed as the key to higher status, as he has observed.

Studies of Nieboer, during 1993 has explained that (i) the Netherlands’ librarianship continues to be regarded as a women’s profession; (ii) women were generally regarded earlier as unsuitable for responsibility in the library and their salaries were correspondingly low; and (iii) prevailing attitude is also against women seeking employment outside the home, although library works have been seen as suitably respectable for girls from middle class families.

Watstein has examined sexual harassment in the library work-place and in the library profession. The researcher has also defined the term ‘sexual harassment’ and examined role of the management including the liability implications both personal and institutional.

The emergence of libraries and librarianship and activities of the profession of librarianship in Nigeria are highlighted in the research carried out by Dawha and Thambiah.

Work of Mc Dermott has described the outcome of a two year project, conducted under the aegis of the Department of Information and Library studies at the University of Wales, Aberystwyth, after investigating the barriers which prevent all but a few women from reaching to the top of the library profession.

Balas has worked on “Women’s Information Resource and Exchange” (WIRE), a newly established online service which focuses on women’s issues. It aims to function as an information clearing house and as an online community.
During mid nineties, two studies have been able to throw some light on the women issues in some part of African Continent. Both Aina and Nkereuwen have worked, though separately, to highlight the women’s capability as ‘Principal Librarian’ in University Libraries of West Africa and as ‘Academic Librarians’ in some academic libraries of Nigeria respectively. While the former has found woman’s capability and skills satisfactory in playing the higher role, the other scholar is not happy to observe the missing of the proper evaluation by the male managers for their women employees who are considered as ‘less promotable’.

J. Simon’s study has reported the results of a survey of the status of women in libraries in Australia. The scholar investigated the possible presence of ‘glass ceiling’ (a transparent barrier that would keep someone from rising above a certain level within an organisation) for the promotion of women librarians to senior management positions.

In Japan, as reported by one Japanese scholar Miyazaki, 62 per cent of university library staff are female. The history of women’s education in Japan is also outlined briefly in the same report. Poland and Curran, have discussed several issues related to women such as employment, collection professional development, networking, qualification, experience, pay and progression in library profession.

In USA, Banchieri, has conducted a research on ‘stereotypes and professional prospects of women in library’. Gooijar, in a study, has narrated the history of the status of women in librarianship, special interest group and library association of Australia. Marshal’s study has given a report on ‘librarianship as a profession in Italy’. 
Trickey and Tuffin,\textsuperscript{64} have studied the changing role of women and career in their profession. Factor blocking the advancement of women library directors include deprivation behaviour or anti-mentoring - this is what Kirkland's\textsuperscript{65} findings in his survey.

Jones, \textit{et al.},\textsuperscript{66} have examined career attitudes of library and information students to know whether there is a difference between men and women in UK. Hilderbrand,\textsuperscript{67} in a study, has narrated the history of development of library women professionals in the context of library feminism in America.

\subsection*{2.2.2 Studies Conducted in India}

Studies on 'women professionals in libraries', as independent research, are very few and recent development. Though, women are found nowadays more in number in the libraries, but even before one or two decades they didn't find this profession very attractive and prospective. In this section, contributions of some of the important studies are highlighted to draw a picture about the women professionals in Indian libraries.

PSG Kumar,\textsuperscript{68} in his research in 1975 has found that library field as a whole is populated primarily by women, though their professional contributions are insignificant. He has also investigated the reasons thereof with special reference to India.

In a research study by Chandel,\textsuperscript{69} on 'women in changing society' brings out that women are considered the power behind everything they do. A woman is also behind the success of everyman. However, 'men-dominated society' has ignored the help, strength and support provided by the women at the time of necessary. Women on their own could not assert due to lack of their education and deep-rooted customs and traditions.
Women librarians form the majority in the library profession in the United States and also in some other advanced countries, but most of the top positions in the profession are shared by men only - this is what eminent library scientist Kaula finds in his research on women professionals in India.

Parekh’s findings include management processes of an Information Centre on Women and women’s capacities of decision making on the scope of the field, standardisation of bibliographic and subject description, modes of data acquisition, design of services, staff training, quality control and on relation with other information centres.

Kaula, once again, in 1990 has conducted a study on women’s issues in different areas. He has explained:

a) the status of women in Indian society stating the social legislation for the protection of the right of women;

b) the role of women in librarianship highlighting the pioneering efforts of Melvil Dewey; and

c) the librarianship as women dominated profession in USA, UK and other countries with the domination of male in the top executive positions.

“The level of academic and professional qualification possessed by the library professionals at the entrance of the profession as well as in adding qualification in future for enhancing professional status” are the central themes of the research undertaken by Singh.

P. Jayarajan, in a study has mentioned the concept of librarianship, information management and knowledge management. He also explains how Information Communication Technology (ICT) and increasing awareness among the users change the role of library profession.
"Students input in LIS course in Manipur University" has been studied by Lahiri, in 1996. It has been found that female applicants have outnumbered their male counterparts in approaching in academic status in getting admission.

Bhattacharya's, research has given a detail description on "contribution, aims, qualities and characteristics of a profession or a professional".

In 1998, Padma has studied the problems of women professional librarians with reference to Manipur State. Similar study on "women professionals in libraries of Manipur", conducted by Bijyani and Suleta, has revealed that at the threshold of the profession, though the number of women is large, later during service period, their occupation in higher position is very insignificant.

2.3 Observation

These studies were mostly conducted during the 1970s, 1980s and 1990s of the last century (i.e., 1970 onwards). Interestingly, most of the researchers in the present survey are found women, however, a sizeable number of male researchers have also contributed a number of studies on the 'topic of the women'. The literatures studied above are published from nearly 16 countries (both developed and developing countries). The developed countries (like USA, UK, Japan, Canada, Australia, etc.) and the developing countries (like India, Malaysia, etc.) as it is found in the above mentioned studies, have given considerable importance to 'the study of women professional' in the libraries.
However, the ‘studies of women professionals’ in the North-East Region of India like Manipur are found insignificant in any literature published and available so far (except a very few cases).

The observations made from the above literature review are:

- In America, the librarians of large cities and academic institutions are invariably male, while women dominating the libraries of smaller cities and colleges;
- In Canada, France, Hungary, Netherlands, USA women comprises of 70-90% of the profession;
- France, Hungary and USA have established National Women’s Liberation Front for librarians;
- Studies of women professionals are regarded as growing discipline, which could not be ignored;
- Publishing patterns of PhDs also differ in case of male and female candidates;
- Lower salary of the women professionals is a historical fact;
- ‘Origins of gender concepts’ and its effect on the library profession are highlighted;
- Leadership skills of the librarians in the West Africa qualify them for administrative positions in the library;
- Male dominated society, have at times ignored the help, strength and support extended by women;
- Social legislation is necessary for the protection of right of women;
Factors blocking the advancement of women library directors include deprivation behavior or antimentoring; and

In Manipur, female students have outnumbered male counterparts at every stage of library science educational courses.

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