Chapter-6

CONCLUSIONS/ FINDINGS AND IMPLICATIONS

6.1 Introductions

The present study ‘Financial management of public libraries in Marathwada’ was concerned with existing situation financial of public libraries in Marathwada. Information was collected from public libraries in Marathwada with the help of structured questionnaire. The data collected was analyzed and tabulated. The findings in relation to the objectives have been discussed.

6.2 Major Conclusions / Findings

Conclusions of the study have been presented as per the objectives of the study, viz.

- Development of libraries in Marathwada
- Sources of Income
- Expenditure

6.2.1 Development of Libraries in Marathwada

- Eighteen public libraries were established during 1901-1947 i.e. before independence. Of the 18 libraries, 11 still exist. Of the 11 existing libraries 6 are class A, 4 class B and 1 class C library.
- Twenty nine public libraries were established during 1948-55. i.e. Under Hyderabad State. Of the 29 libraries, 15 are still existing. Of the 15 libraries 11 are class ‘A’, 3 class ‘B’, 1 class ‘C’.
- Marathwada Library Association was founded in the year 1959. There were 71 public libraries, 32 of which were established after 1957, and only 48 libraries received grant-in-aid.
- The library of the Asiatic society of Bombay had been recognized as the state central library prior to the implementation of the Act and this recognition has continued, till, 1991.
Divisional libraries for Aurangabad, Pune, Nasik, Ratnagiri were established during the years 1967, 1969, 1974, 1976 respectively.

- During the year 2008-09, the total number of libraries in Maharashtra were 9743 while in Marathwada 2444. It leads the Mumbai, Nagpur, Amravati, Nasik divisions. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is partially valid.
- Rate of growth of libraries in Maharashtra was 137.57 while in Marathwada it was 18.26. Marathwada leads Pune, Nagpur, Amaravati & Nasik divisions. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No.1) is partially valid.
- Marathwada consists of 8 districts namely Aurangabad, Beed, Nanded, Parbhani, Osmanabad, Latur, Hingoli and Jalna. Now these 8 districts were considered while comparing growth of libraries in Maharashtra as a whole and Marathwada its part. Mostly in all the years after 2001-02 Marathwada is leading in growth rate. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is valid.
- Marathwada is fortunate enough to have district libraries in all 8 districts; while by 2008-09 all the districts in Maharashtra had a district library either established by government or a recognized library.
- There are more number of taluka libraries in Marathwada than Mumbai, Pune, Nagpur, Amravati & Nashik divisions. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is valid.
- Marathwada is having 1888 other libraries, which is more than the other libraries of Pune, Mumbai, Nagpur, Amravati & Nashik divisions. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is valid.
- Mumbai region is having 4 Government Libraries, Pune 3, Nagpur 9, while Marathwada is having only 1 government divisional & 1 district library. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is invalid.
The Marathwada has more number of class ‘A’ libraries than Nagpur, Amravati & Nashik. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is partially valid.

Marathwada has highest number of class ‘B’, ‘C’ and ‘D’ libraries than other divisions of Maharashtra. Therefore the hypothesis “Marathwada leads other divisions of Maharashtra in the development of public libraries” (Hypothesis No. 1) is valid.

Development in number of libraries in Marathwada from 74 libraries in 1967-68 to 858 in 1989-90 nearly 8 times in only 20 years. The credit goes totally to the efforts made by Marathwada Library Association, while 33 times it was increased during the period of 42 years.

Of the 545 libraries only 118(21.65%) of the recognised public libraries were run by local government, while 427 (78.35%) of the recognised public libraries were run by the private body.

**Total Collection**

Five forty five libraries surveyed had in total 23491480, 59625, 26266 books, periodicals and newspaper respectively, i.e. on an average per library 8620.72, 21.87, 9.63 books, periodicals and newspapers respectively were available during five years under survey.

The book collection per capita 11.77, per literate population 16.57, and per registered member is 8.23. As a general guide an established book collection should be between 1.5 to 2.5 per capita. The minimum stock level for the smallest service point should not be less than 2500 books. (Public Library Service, 2001). Therefore the hypothesis “Public libraries are far from IFLA/UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)”, (Hypothesis No. 2 ) is invalid.

**Total Book Collection**

During the years 2004-05 to 2008-09, 90% to 93% libraries have collection of books less than 30000, while negligible i.e. less than 1% libraries have collection of more than 80000 books.
In class ‘A’ two libraries viz. Balbhim Vachnalaya, Latur & Swami Ramanand Teerth Hindi-Marathi Vachnalaya, Selu had the collection less than 15000 books; while 56 libraries in class ‘B’ had the collection of books less than 5000; while as per Maharashtra Public Libraries Rules (1970) the class ‘A’ & class ‘B’ library should have more than 15000 & 5000 books respectively. Therefore the hypothesis “Public libraries are far from IFLA/ UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is partially valid.

❖ Periodicals

During the years 2004-05 to 2008-09, 80% to 86 % libraries have subscribed to less than 40 periodicals, while 1.28% to 2.56% libraries have subscribed to more than 80 periodicals.

Three class ‘A’ libraries subscribed to less than 50 periodicals, while 20 class ‘B’ libraries had subscribed to less than 15 periodicals. However, as per Maharashtra Public Libraries Rules (1970) class ‘A’ library should subscribe to more than 50 and class ‘B’ library should subscribe to more than 15 periodicals. Therefore the hypothesis “Public libraries are far from IFLA/ UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is partially valid.

❖ Newspaper

During the years 2004-05 to 2008-09, 90% to 93.94% libraries had subscribed to less than 20 newspapers, while 0.18% to 2.01% libraries had subscribed to more than 50 newspapers.

Four class ‘A’ libraries had subscribed to less than 15 newspapers, while one class ‘B’ library had subscribed to less than 5 newspapers. As per Maharashtra Public Library Rules (1970) the class ‘A’ library should subscribe to more than 15 newspapers; while class ‘B’ library should subscribe to more than 5 newspapers. Therefore the hypothesis “Public libraries are far from IFLA/ UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is partially valid.
Total Members

There were on an average 226.072 registered members per library. During the years 2004-05 to 2008-09, 85% to 89% libraries had less than 400 registered members, while 2.01% to 3.66% libraries had more than 800 registered members.

Three class ‘A’ libraries had less than 300 members while 15 class ‘B’ libraries had less than 100 members. However as per Maharashtra Public Library Rules (1970) class ‘A’ library should have more than 300 and class ‘B’ library should have more than 100 registered members. Therefore the hypothesis “Public libraries are far from IFLA/UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is partially valid.

Home Lending

On an average 6894.79 books per library were issued during the five years under survey, while on an average per registered members 30.01 books were issued.

During the years 2004-05 to 2008-09, 88% to 91% libraries had circulated less than 30000 books, while 0.18% to 0.54% libraries had circulated more than 80000 books.

Reference Service

On an average 652.06 researchers per library availed the benefit of reference service during the five years under survey.

During the years 2004-05 to 2008-09, 9% to 23% libraries had less than 200 researchers, while 1.28% to 7.88% libraries had more than 500 researchers availing the reference service.

Cultural Programmes

On an average per library 7.35 cultural programmes were organized during the five years under survey.

During the years 2004-05 to 2008-09, 71.19% to 83.85% libraries organized cultural programmes less than 20, while 0.36% to 1.10% libraries organized more than 50 cultural programmes.
Six class ‘A’ libraries have organized less than 10 and 30 class ‘B’ libraries have organized less than 4 cultural programmes, while as per Maharashtra Public library Rules (1970) the class ‘A’ library should organize more than 10 and the class ‘B’ library should organize 4 or more cultural programmes. Therefore the hypothesis “Public libraries are far from IFLA/ UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is partially valid.

**Library Staff**

During the years 2004-05 to 2008-09 28% to 69% libraries had employees less than 4, while 0.18% to 36% libraries had more than 8 staff members.

Eighteen class ‘A’ libraries had less than 4 staff members while 159 class ‘B’ libraries had less than 3 staff members. As per Maharashtra Public Rules (1970) Class. A library should have 4 staff while class ‘B’ library should have 3 staff members.

One district library had less than 4 staff members, 38 taluka libraries had less than 4 while 304 other libraries had less than 4 staff members. Therefore the hypothesis “Public libraries are far from IFLA/ UNESCO guidelines (2001) as well as Maharashtra Public Library Rules (1970)” (Hypothesis No. 2) is valid.

### 6.2.2 Sources of Income

**Total Income**

On an average per library ₹ 319415.40/- was total income received from all sources during the years under survey.

On an average total income received per user, per library was ₹1465.54/- for the years 2004-05 to 2008-09.

During the years 2004-05 to 2008-09, 1.83% to 3.85% libraries have received less than ₹ 30000/-, while 63.30% to 90.46% libraries have received more than ₹ 80000/- as total income from all sources.

**Grants from Central Government**

On an average per library ₹ 90579.61/- grants from central government were received for the years under survey.
On an average grants received per user, per library per year from central government was ₹ 346.79 for the years under survey.

During the years 2004-05 to 2008-09, 3.11% to 11.19% libraries have received less than ₹30000/-, while 18.16% to 69.54% libraries have received more than ₹80000/- as grant in aid from central government. Therefore the hypothesis “Government is major source of funding to public libraries” (Hypothesis No. 3) is valid.

❖ Maintenance Grant

On an average ₹ 83784.30/- maintenance grant per library was received during the years under survey. On an average maintenance grant received per user, per library was ₹ 476.17 for the years under survey.

During the years 2004-05 to 2008-09 0.00% to 1.83% libraries have received less than ₹30000/-, while 11.56% to 72.47% libraries have received more than ₹80000/- as maintenance grant respectively. Therefore the hypothesis “Government is major source of funding to public libraries”, (Hypothesis No. 3) is valid.

❖ Other Government Grant

On an average per library ₹ 11654/- were received as other government grant during the year 2004-05 to 2008-09.

During the years 2004-05 to 2008-09, 1.46% to 4.77% libraries have received less than ₹30000/- while negligible i.e. 0.18% to 0.73% libraries have received more than ₹80000/- as other government grant. Therefore the hypothesis “Public libraries receive income as per Maharashtra Public Library Rules (1970)”, (Hypothesis No. 4) is valid.

❖ Grants from Nagarpalika/ Mahanagar Palika

On an average per library ₹105090.01/- were recevied during the five years under survey.

During the years 2004-05 to 2008-09, 1.10% to 2.56% libraries have received less than ₹60000/-, while 1.46% to 3.48% libraries have received more than ₹60000/- as
grant in aid from Nagarpalika. Therefore the hypothesis “Government is major source of funding to public libraries” (Hypothesis No. 3) is valid.

❖ Grants from Grampanchayat

On an average per library ₹ 15609.13/- were received during the five year under survey.

During the years 2004-05 to 2008-09, 0.18% to 20% libraries have received less than ₹ 30000/-, while 0-0.91% libraries have received more than ₹ 80000/- as grant in aid from Grampanchayat. Therefore the hypothesis “Government is major source of funding to public libraries” (Hypothesis No. 3) is valid.

❖ Registration Fees

On an average per library ₹ 782.31/- were received during the five years under survey.

During the years 2004-05 to 2008-09, 6% to 11 % libraries have collected registration fees less than ₹ 50/-, while 19.26% to 24.40% libraries have collected registration fees more than ₹ 100/-.

❖ Membership Fees

On an average per library ₹ 10317.76/- has been collected as membership fees during the five years under survey.

On an average Membership Fees received per user, per library was ₹ 231.46/- for the years under survey.

During the years 2004-05 to 2008-09 82% to 85% libraries have collected less than ₹ 30000/-, while negligible i.e. 0.36% to 1.65% libraries have collected more than ₹ 80000/-as membership fees.
- **Library Deposit**
  On average per library ₹6033.40/- deposit was received during the five years under survey.

  During the years 2004-05 to 2008-09, 25.87% to 36.88% libraries have received less than ₹30000/-, while 0.18% to 2.93% libraries have received more than ₹80000/- as library deposit.

- **Fine**
  On an average per library ₹1283.22/- fine was received during the five years under survey.

  During the years 2004-05 to 2008-09, 2.56% to 2.93% libraries have collected less than ₹1000/- as fine while 0.36% to 1.65% libraries have collected more than ₹5000/- as fine.

- **Cost Recovered for Loss of Books**
  On an average per library ₹2278.62/- cost was recovered for loss of books during the 5 year under survey.

  During the years 2004-05 to 2008-09, 8.07% to 9.35% libraries have recovered less than ₹3000, while 0% to 1.28% libraries have recovered cost more than ₹8000/- for loss of books.

- **Income from Parent Institution**
  On an average per library ₹11471.50/- were received income from parent institution during the years under the survey.

  During the years 2004-05 to 2008-09, 1.46% to 3.85% libraries have received less than ₹30000/-, while negligible i.e. less than 0.18% -1.83% libraries have received more than ₹80000/- as income from the institution.
❖ **Fixed Deposits**

On an average per library ₹4264.90/- was the amount of fixed deposits.

During the years 2004-05 to 2008-09, 3.30% to 58.71% libraries have less than ₹30000/-, while 0.18% to 1.65% libraries have more than ₹80000/- as fixed deposits respectively.

❖ **Interest Earned**

On an average per library ₹1377.48/- were earned as interest during the five year under survey.

During the years 2004-05 to 2008-09, 32.11% to 42.01% libraries have earned less than ₹4000/-, while 1.65% to 3.48% libraries have earned more than 8000/- as interest.

❖ **Loan Recovery**

On an average per library ₹30355.20/- was loan recovery during the five years under survey.

During the years 2004-05 to 2008-09, 17.98% to 33.94% libraries have received less than ₹30000/-, while 2.01% to 17.24% libraries have received more than ₹80000/- from loan recovery amount respectively.

❖ **Sale of Waste Papers**

On an average per library ₹1412.30/- have been received during the five years under survey.

During the years 2004-05 to 2008-09, 69.72% to 75.04% libraries have received less than ₹4000/-, while 1.46% to 2.38% libraries have received more than ₹8000/- by sale of waste papers.

❖ **Donations**

On an average per library donations of ₹14679.80/- were received during the five years under survey.
During the years 2004-05 to 2008-09 54.67% to 60.36% libraries have received less than ₹ 30000/-, while 0.72% to 2.56% libraries have received more than ₹ 80000/- as donations.

❖ **Other Income**

On average per library ₹17567.69/- were received as other income during the five years under survey.

During the years 2004-05 to 2008-09, 28.62% to 69.90% libraries have received less than ₹30000/-, while 1.46% to 7.52% libraries have received more than ₹ 80000/- as income from other sources respectively.

6.3.2 **Expenditure**

❖ **Income and Expenditure of Libraries surveyed**

On an average per library ₹319415.40/- was the total income received from all sources during the years under survey.

On an average per library ₹161457.98/- were spend during the years under survey.

The percentage of expenditure to income shows that during the 5 years under survey the 545 libraries have spent 50.34% of their income.

During the years 2004-05 to 2008-09, 1.46% to 3.11% libraries have spent less than ₹30000/-, while 44.77% to 89.90% libraries have spent more than ₹ 80000/- on total expenditure respectively.

❖ **Approved Expenditure of Public Libraries and Maintenance Grant received**

On an average per library ₹145028.05/- was approved expenditure during the years under survey.

On an average per library maintaince grant received was ₹83784.30/- during the years under survey, while the mean percentage of maintaince grant to approved expenditure was 71.66% during the years under survey.
As per Maharashtra Public Libraries Rules (1970), the public libraries get 90% of last year's approved expenditure as maintenance grant, while practically the libraries surveyed are receiving maintenance grant in the range 65% to 78% which is far less as compared to approved expenditure. Therefore the hypothesis “Public libraries receive income as per Maharashtra Public Library Rules (1970)”, (Hypothesis No. 4) is invalid.

❖ Percentage of Maintenance Grant to Approved Expenditure

Twenty six (4.77%) libraries have received 89% of maintenance grant to the approved expenditure. Therefore the hypothesis “Public libraries receive income as per Maharashtra Public Library Rules (1970)”, (Hypothesis No. 4) is invalid.

❖ Expenditure on Pay and Allowances

On an average per library ₹1878351.02/- were spent on pay and allowances. Libraries surveyed were spending on pay and allowances ₹117691.16 per person, per year. The average figures are high due to the librarians working in local government who get full salaries.

The surveyed libraries were spending on an average 52.07%, 58.20% and 81.77% of total expenditure approved expenditure and maintenance grant respectively.

During the years 2004-05 to 2008-09, 3.66% to 27.70% libraries have spent less than ₹30000/-, while 8.80% to 28.44% libraries have spent more than ₹80000/- on pay & allowances respectively. In other words 83.31% libraries follow the rules while 16.69% libraries violated the rules stated under Maharashtra Public Libraries Act (Maharashtra, 1970). Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Rent

On an average per library ₹6952.158/- were spent on rent during last five years.

During the years 2004-05 to 2008-09 21.28% to 57.43% libraries have spent less than ₹10000/- while 0.91% to 5.13% libraries have spent more than ₹25000/- on rent.
respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Tax

On an average per library ₹447.02/- were spent on tax during last five years. During the years 2004-05 to 2008-09, 1.28% to 2.20% libraries have spent less than ₹10000/-, while 0.18% to 0.91% libraries have spent more than ₹25000/- on tax respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Building Maintenance

On an average per library ₹2444.73/- were spent on building maintenance during last five years.

During the years 2004-05 to 2008-09, 9.90% to 14.49% libraries have spent less than ₹30000/-, while negligible i.e. less than 0.36% libraries have spent more than ₹80000/- on maintenance of building respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Expenditure on Reading Material

On an average per library ₹27426.58/- were spent on reading material during the years under survey.

The libraries surveyed have spent in the range 6-9% of total expenditure and 11-16% of maintenance grant, while only during the years 2008-09 the average expenditure was increased to 50% and 76% of total expenditure and maintenance grant respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid only for the year 2008-09.

The 36.15% libraries follow the rules while 63.85% libraries violate the rules stated under Maharashtra Public Libraries Act (Maharashtra, 1970). Therefore the
hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is invalid.

✧ **Expenditure on Books**

During the years 2004-05 to 2008-09, 10.64% to 74.67% libraries have spent less than ₹30000/-, while 2.56% to 4.77% libraries have spent more than ₹80000/- on purchase of books respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

✧ **Expenditure on Other Material**

During the years 2004-05 to 2008-09, 83.48% to 89.90% libraries have spent less than ₹30000/- while 0.73% to 2.20% libraries have spent more than ₹80000/- on purchase of other reading material respectively.

✧ **Furniture Maintenance**

On an average per library ₹6485.26/- were spent on furniture maintenance during last five years.

During the years 2004-05 to 2008-09, 42.20% to 68.25% libraries have spent less than ₹30000/-, while 0.18% to 1.10% libraries have spent more than ₹80000/- on furniture maintenance respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

✧ **Insurance**

On an average per library ₹394.61/- were spent on insurance during last five years.

During the years 2004-05 to 2008-09, 6.78% to 8.07% libraries have spent less than ₹20000/-, while 0.18 % to 0.91% libraries have spent more than ₹5000/- on insurance respectively. Therefore the hypothesis “Public libraries spend as per the
norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Printing and Stationary

On an average per library ₹3297.66/- were spent on printing and stationary during last five years.

During the years 2004-05 to 2008-09, 63.48% to 74.86% libraries have spent less than ₹20000/-, while 1.46% to 3.85% libraries have spent more than ₹5000/- on printing and stationary respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Cultural Programmes

On an average per library ₹2799.34 were spent on cultural programmes during last five years under survey.

During the years 2004-05 to 2008-09, 55.77% to 65.68% libraries have spent less than ₹4000/-, while 2.56% to 6.42% libraries have spent more than ₹10000/- on cultural programmes respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

❖ Library Associations’ Membership Fees

On an average per library ₹208.27/- were spent on library associations’ membership fees.

During the years 2004-05 to 2008-09, 17.06% to 26.42% libraries have spent less than ₹200/-, while 1.83% to 3.66% libraries have spent more than ₹500/- on library associations’ membership fees respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.
Attending Conferences

On an average per library ₹208.36/- were spent on attending conferences during last five years.

During the years 2004-05 to 2008-09, 7.33% to 17.24% libraries have spent less than ₹2000/-, while 0.55% to 1.28% libraries have spent more than ₹5000/- on attending conferences respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

Development of Library Services

On an average per library expenditure on development of library services was ₹397.26/.

During the years 2004-05 to 2008-09, 0.55% to 0.18% libraries have spent less than ₹15000/-, while 0.18% to 0.36% libraries have spent more than ₹15000/- on development of library service respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

Miscellaneous Expenditure

During the years 2004-05 to 2008-09, 86.60% to 91.55% libraries have spent less than ₹30000/-, while 0.55% to 2.56% libraries have spent more than ₹80000/- on miscellaneous expenditure respectively. Therefore the hypothesis “Public libraries spend as per the norms provided by Maharashtra Public Library Rules (1970)”, (Hypothesis No. 5) is valid.

6.3 Implications

Government of Maharashtra

It was observed that in public libraries pay scale of the libraries and other staffs are not decided. They are given consolidated amount but not the scale to the librarian and other staff. For smooth functioning of public libraries in Maharashtra the library staff should be given full pay and their scales should be decided.
 Directorate of Libraries

In order to increase productivity and enhance services in the public libraries, it is recommended that government should provide the necessary financial resources and financial packages for the application of IT and other new technologies in the libraries. The paradigm shift is needed by public libraries moving away from the traditional and conventional services to internet services in all its operations.

For development of “C” and “D” class libraries, it is recommended that government should try to increase the financial grants and packages.

 Library Authorities

Library Authorities should provide sufficient finance to libraries, so as to get matching maximum funds from the government.

It is suggested that library authorities of most of those public libraries do not participate for employee benefits, which, may include the lawful disbursement of funds for expenses related to educational or professional development of an individual employee for smooth functioning of library operations as follows,

5) In service training;
6) Attending Seminars or others special courses of instruction;
7) Tuition reimbursement;
8) Libraries & Library staff.

b) Librarians

Librarians should spent 50% of maintenance grant on purchase of books, so as to get 90% of maintenance grant as per the previous years approved expenditure.

They should also follow the norms given by Maharashtra Public Library Rules (1970) for receiving income as well as for expenditure.

6.4 Areas for Further Study

Studies on the following areas are needed, viz.

- Personnel Management of Public Library System in Marathwada.
- Identification of Information Needs of Public Library users.