CHAPTER VII

LIBRARY ASSOCIATIONS : TRADE UNIONS
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A profession emerges only with the establishment of professional associations. It is a body of people who carry on their duties in accordance with rules designed to enforce certain standards, with two main objectives - the better protection of its members, and the better service to the society. Librarianship is no exception to it. The origin and development of library associations can be traced in the last quarter of nineteenth century. The American Library Association, which is the oldest and largest national library association, was formally started on October 6, 1876 by a band of enthusiastic American librarians. Only one year thereafter, the Library Association of United Kingdom was founded on October 5, 1877. Now there are a very large number of library associations at international, national, regional, state and local level throughout the World. In order to have an idea of library associations existing at various levels, some of them have been listed in Appendix "G". These library associations have been established for different types of libraries and for different subject fields of librarianship, each one having definite aims and objectives.
Aims And Objectives Of A Library Association

The study of library movement in different countries reveals that the library services have never been created or developed as a result of public demand, but due to the efforts of a few enthusiastic and enlightened persons like Melvil Dewey in U.S.A.; Edward Edwards in U.K.; and S.R. Ranganathan in India. It is essential to carry out the message of these enlightened souls and make necessary changes from time to time, keeping in view the changing needs of the society. The library associations are instruments to carry out these messages, formulate a code of ethics for the professionals, standardise library services, secure better service conditions for librarians, and thereby raise the status of the profession in the society.

The Advisory Committee for libraries appointed by the Govt. of India, Ministry of Education, in its report published in 1961, has laid down that a library association has to perform five functions, viz:

1. It tries to build up a sense of brotherhood among librarians. Cutting across the boundaries of caste, creed, colour and country it binds men and women in a self conscious community devoted to the cultural uplift of their fellowmen. This raises the morale of independent librarians and braces them upto their task.
2. Library association, explicitly or implicitly, helps to build up and instil into the minds of individual librarians a code, an ethics of conduct vis-à-vis their communities. In a profession like this, where contact with independent users is frequent and sustained, this code helps to place the librarians on a platform of respectability in his community.

3. Library association makes an earnest effort to raise the standards of training of librarians to enable them to perform their task with greater competence and for the larger benefit of the society.

4. A library association is a trade union fighting for better conditions of service of librarians.

5. It is the standard bearer of library extension in every country where it exists.

In order to achieve the above mentioned aims and objectives, a library association is expected to perform various functions such as organisation of conferences; seminars, symposia; workshops; meetings; in-service training courses; short-term training courses; refresher courses etc. It is also required to bring out professional publications.
and undertake the responsibility of accreditation; certification; formation of code of ethics for its members; censoring of malpractices; and to work for the standardisation of the library furniture, equipment and services. In view of the above mentioned aims, objectives and functions of a library association, it is evident that it is very essential for the improvement of professional status and roles of the librarians.

Criteria For Selection Of Library Associations For The Present Study

Since there are a very large number of library associations in India at national, regional and state level, it is not possible to include all of them in the present study. Therefore, only the following three library associations have been selected for study of their structure, activities and professional achievements:

1. Indian Library Association; here-in-after referred to as ILA;
2. Indian Association of Special Libraries and Information Centres; here-in-after referred to as IASLIC;
3. Delhi Library Association; here-in-after referred to as DLA.

Reason for selecting ILA for the present study is that it is the oldest and largest national library association with its headquarters in Delhi. It is at
the apex of various regional and state library associations in the country. ILA is affiliated to various international library associations, professional bodies and similar other organisations. Moreover, majority of the respondents of the present study are members of Indian Library Association.

The reason for selecting Indian Association of Special Libraries and Information Centres for this study is that it is the second largest national library association in India. So far as the associations of special libraries in India are concerned, it is the oldest and largest association in the country. Although its headquarters are in Calcutta, yet its study circle at Delhi is very active. Moreover, it is the second largest national library association so far as the membership of the respondents of the present study is concerned.

Delhi Library Association has been selected because it is the largest state library association in India and directly concerned with universe of the present study. Moreover, percentage of membership of the respondents of this study is highest so far as the state library associations in the country are concerned.

In the light of the aims and objectives of the library associations enumerated above, now it is intended to study the structure, activities and achievements of these
three library associations in order to assess whether these are acting merely as trade unions or as professional associations in the real sense.

**INDIAN LIBRARY ASSOCIATION (ILA)**

The origin of the Indian Library Association can be traced from "First All Asia Educational Conference" held at Banaras (Varanasi) in 1931. This conference had cultivated and mobilised public opinion in favour of a common platform for librarians, at all India level. In April, 1930 issue of the journal "Modern Librarian", the organ of the "Panjab Library Association", a notice was printed convening the "First All India Library Conference" to be held in September, 1933 in Calcutta. Consequently, "Indian Library Association" (ILA) was established in September 13, 1933, with M.O. Thomas (Librarian, Andhra Pradesh Library, Waltair) and K.M. Asadullah (Librarian, Imperial Library, Calcutta) as its founder President and Secretary, respectively.

In 1933 there were only three aims and objectives of ILA, which were increased and redefined in 1935 and 1970. The aims and objectives of ILA are: (i) To promote library movement and to improve the library service in all its aspects in India; (ii) To promote library science education and to
improve the training of librarianship in India; (iii) To promote the bibliographical study and research in library science; (iv) To improve the status and conditions of service of the librarians; (v) To affiliate the state and other library associations with ILA and to cooperate with international organisations with similar objects; (vi) to publish bulletins, periodicals, books etc. which will tend to the realization of the objects of ILA; (vii) To establish libraries, documentation and information centres and to assist in their working; (viii) To promote appropriate library legislation in India; and (ix) To do all such other things as are incidental or conducive to the attainment of the above mentioned objectives.

Structure

Membership of ILA is open to the working or retired librarians of any type of library; teachers of library science; and any other person or institution (within India or abroad) who has interest in libraries and librarianship. This is primarily to derive strength from the public and to increase its membership. To start with, ILA had only 70 members in 1933 which steadily increased. The membership of ILA, as on November 30, 1983, has increased to 1,872, comprising of 1 Patron; 3 Honorary members; 285 Life members; 1,121 Ordinary members; 20 Associate members; and 442 Institutional members. There are about 57,000 libraries in India (Deshpande : 1982:45). Even if only one librarian is
working in each library, the total number of librarians can be estimated to be about 57,000. As such, on the whole, only 3% of the total librarians in the country are members of the ILA, which figure is very insignificant.

The highest organ of the ILA is "General Body" which comprises of all of its members. The general body meets biennially. The governing body of the association is the "Council", consisting of 11 executive members; and 41 council members who are representatives of various groups. The association has 12 office bearers comprising of a President; 5 Vice Presidents; 1 Secretary; 1 Treasurer; 2 Assistant Secretaries; 1 Librarian; and 1 Public Relation Officer. The President, the Vice Presidents and the Secretary are elected every alternative year, by the General Body, by ballot from among the members. The other members are coopted by the Council. At present (1984), Girja Kumar (Librarian, Jawaharlal Nehru University Library, New Delhi) and J.L. Sardana (Lecturer, Department of Library and Information Science, University of Delhi, Delhi) are the President and the Secretary, respectively.

The day to day work of the association is performed by the Secretary, under the supervision of the President keeping in view the constitution of ILA and guidelines of the General Body. The Executive Body of the association is "The Executive Committee" which consists of the President;
one of the Vice-Presidents to be nominated by the Council; the Secretary; the Treasurer; The Assistant Secretaries; the Librarian; the Public Relation Officer; and three members of the Council to be nominated by the Council provided that at least two of them shall ordinarily be resident of the place where the office of the association is situated or its immediate neighbourhood.

Keeping in view the geographical factors of India, ILA appoints 5 zonal committees for a period of two years, which implement the policies of the ILA and carry out the activities of the association at regional level. Each Zonal committee is headed by one of the Vice-Presidents of ILA for the purpose of direction and coordination of the work of the ILA. The states covered by these zonal committees are as under:

1. Northern Zone: Jammu & Kashmir, Himachal Pradesh, Panjab, Haryana, Rajasthan, Delhi and Chandigarh.

2. Central Zone: Uttar Pradesh and Madhya Pradesh

3. Eastern and North Eastern Zone

   (i) Eastern:- Bihar; West Bengal; Orissa; Andaman & Nicobar Islands.

   (ii) North Eastern:- Assam; Nagaland; Manipur; Tripura; Meghalaya; Arunachal Pradesh; Mizoram and Sikkim.
4. Southern Zone: Andhra Pradesh; Tamil Nadu; Kerala; Karnataka; Pondicherry; Lakshdveep.

5. Western Zone: Gujrat; Maharashtra; Goa; Daman & Diu; Dadar & Nagar Haveli.

ILA has also constituted 13 Central Sectional Committees and State Committee for strengthening its organisational structure. These committees have been constituted according to the type of libraries, viz:–

1. Agricultural Libraries Section;
2. College Libraries Section;
3. Government Department Libraries Section;
4. Engineering & Technology Libraries Section;
5. Library Science Education Section;
6. Medical Libraries Section;
7. Public Libraries Section;
8. Oriental Libraries Section;
9. Information Service Section;
10. School Libraries Section;
11. Technical Services Section;
12. University Libraries Section; and

Each Sectional Committee consists of one Chairperson, one convener and 5 members. These Sectional Committees, review the development in their respective fields and make
viable recommendations for their improvement from time to time.

From 1933 to 1963, the headquarters of the ILA were at Calcutta. These were shifted to Delhi in 1964 and housed in Delhi Public Library building.* With effect from 1982 it has shifted to its own new building**. ILA has a skeleton full-time secretarial staff and a few part-time workers.

The main source of income of ILA is the subscription charged from its members, and sale proceeds from its publications. A negligible grant is received from the Govt. of India for organising its conferences and seminars. As per statement of accounts and annual report of ILA for the year 1982-83, the income was ₹ 65,500/-, whereas the expenditure was ₹ 92,800/-. Thus a deficit of ₹ 27,300/-. Activities

Ever since its establishment in 1933, ILA has been very actively engaged in various professional activities. Some of its most important activities are as under:-

* Delhi Public Library, Opposite Old Delhi Railway Station, Delhi.

** Indian Library Association, A/40-41, Flat No. 201, Ansal Buildings, Dr. Mukherjee Nagar, Delhi-110009.
(1) **Conferences:** The biennial conferences of ILA are organised in different parts of India as a means of professional information, stimulation and advancement. These conferences provide a mechanism for participation in the library affairs, for improving methods of cooperation and for inspecting display of library materials, appliances and equipments. So far 29 such conferences have been organised by ILA, in which different themes of common interest were discussed by the librarians, which resulted in bringing out some of the vital problems of library science and librarianship. The 29th All India Conference of the ILA was organised in Mysore from December 5-9, 1983 when the association celebrated its Golden Jubilee, on completion of its 50 years (1933-1983).

(2) **Seminars:** Indian Library Association has organised a very large number of professional seminars, symposia, workshops etc. on different topics of librarianship for the benefit of its members. In the series of such seminars, ILA organised another All India Seminar on "Continuing Education for Librarians" on February 13, 1984 at Delhi to coincide with the VI World Book Fair being organised there by the National Book Trust of India.

(3) **Publications:** ILA has been bringing out both periodical publications and monographs from time to time. Some of its important publications are:
(a) **Periodical Publications:**

(i) **Library Bulletin (ILA, Calcutta)**  
Vol. 1-5 (1942-46)

(ii) **ABGILA (ILA, Calcutta)**  
Vol. 1-3 (1949-53)

(iii) **Journal of Indian Library Association (ILA, Calcutta)**  
Vol. 1-6 (1955-64).

(iv) **ILA Bulletin (Quarterly) (ILA, Delhi)**  
Vol. 1- ; (1965- )

(v) **Annual report and Statement of Accounts**  
for the years 1933 to 1963 (ILA, Calcutta)

(vi) **Annual Report and Statement of Accounts**  
for the year 1964 onward (ILA, Delhi)

(b) **Monographs:** ILA has brought out 5 monographs  
comprising of Indian Library Directory; Institutes conducting  
Library Science courses in India; Survey of Public Library  
Services in India; Subject Headings in Hindi; and papers on  
'Libraries & the Book Trade' etc.

(c) **Proceedings of Conferences:** The Indian Library  
Association has also published a number of papers and  
proceedings of various All India Conferences organised by  
it from time to time. These publications consist of various  
papers presented at the conferences by the participants on  
different subject fields of librarianship.

(4) **Library Legislation:** In 1942 the ILA published  
a "Draft Model Indian Libraries Act", which was published  
and sent to the States for adoption. Consequently the
states of Madras, Hyderabad, Andhra Pradesh, Mysore, Maharashtra and West Bengal enacted Library Act in 1948, 1955, 1960, 1965, 1967 and 1979, respectively. All these Library Acts were largely based on the "Draft Model Indian Libraries Act" of the ILA.

(5) Development of Public Libraries: ILA has been striving very hard for development of public libraries at State and district level in India. It has made various recommendations in this regards to the Govt. of India from time to time, which were subsequently included in the national Five-Year Plans and many new public libraries were set up.

(6) Cooperation and Coordination activities: ILA has very close cooperation with various national and international agencies. It is a member of various international associations like IFLA, COMLA etc. It was as a result of the efforts made by ILA that Unesco provided funds for establishment of Delhi Public Library (Under a Pilot Project) and Indian National Scientific Documentation Centre at Delhi. It is coordinating various library activities within the country.

(7) Extension Programmes: Indian Library Association organises book exhibitions and arranges lectures on different areas of library profession for the benefit of its members. These activities of ILA have proved very useful for its members.
(8) **Organisation of National Library Week:** The "National Library Week" is organised all over the country during 14th to 20th November every year. On this occasion the association distributes illustrated folders all over the country in order to catch attention of the general public and make them library minded. The association has been taking various steps to cultivate reading habits amongs the masses.

(9) **Award of Fellowship:** Since 1970 ILA has decided to admit distinguished librarians and others who have rendered meritorious services to the cause of library developments, as Honarary Fellows of the association. Rules for this purpose were approved by the Council at its meeting held on 13th June, 1970 and published in the ILA Bulletin, Vol. 6, No. 2-3 (1970). The members of the ILA can sponsor names for admission to the fellowship so as to reach the Secretary of the association by 30th June, every year.

(10) **Advice and Information:** A large number of letters are received from the librarians all over the country, bringing to the notice of ILA that their authorities have been charging them for losses in stock-taking and other similar professional problems. The Secretariat of the association sends suitable replies alongwith the copies of the resolutions of the ILA on the issue, in order to help them to solve their problems. A large number of enquiries concerning library services are
also received from the librarians and necessary information or advice, as the case may be, is sent by the association. ILA is associated by the Govt. of India also for consultation and advice. Recently (March, 1982) a Panel was appointed by the Govt. of India, Ministry of Education, to make recommendations on "Library services in the Govt. of India Department libraries" and ILA actively participated in it.

(11) Revision of Pay-scales of Librarians: ILA has been rendering advisory service to various agencies for matters concerning pay-scales of the library staff working in different types of libraries. ILA, through its Office Bearers or representatives, had been given interviews by various pay commissions set up by the Govt. of India or University Grants Commission. Librarians working in the University and College libraries were given parity in pay-scales with academic staff prior to 1973. From 1973 onwards this parity was withdrawn by the Govt. of India. As a result of serious efforts of ILA, the said parity in pay-scales has recently been restored in December, 1982 again, with effect from April 1, 1980 (Appendix "F"). As such the association is working very hard for the fulfilment of its aims and objectives.

(12) Projects: ILA also undertakes various projects, from time to time, which can be useful for the profession. In 1982 it started a project "Directory of Oriental Libraries in India" for which a grant of Rs 30,000 was sanctioned by the Ministry of Education, Govt. of India.
Thus it is evident that Indian Library Association is engaged in a variety of activities in the field of library science and library services, for the betterment of its members as well as librarianship in India.

Achievements

A perusal of the aims and objectives of the professional associations enumerated in the beginning of this chapter shows that library associations are expected to perform or undertake a large number of activities. The activities of ILA highlighted in the preceding pages reveal that ever since its inception in 1933, it is very actively engaged to achieve its aims and objectives. But the progress made in this direction is quite slow and not fully satisfactory. No doubt ILA is organising professional conferences and seminars regularly and also bringing out various serial as well as monographic publications, but it has yet to achieve a number of other goals.

ILA has yet to succeed in getting the Library Legislation passed in most of the states and union territories. Out of 22 states and 9 Union Territories, only 5 states have enacted the Library Act so far. Unless this target is achieved, the public library system cannot be implemented properly. Although ILA is organising seminars, symposia etc. Yet the arrangement & facilities for in-service training for librarians and updating of their specialized training and skill is also not satisfactory.
It has yet to undertake the work of accreditation and certification, or formulate a code of ethics for its members. It has yet to work for standardisation of education for librarianship; library equipment; library services in different types of libraries; and ensure authority and autonomy for the professionals. If these objectives of a professional association are achieved, only then the status of librarianship in India can be raised at par with that of other recognised and fully developed professions in the country. The investigator of this study agrees with Shaffer (1968 : 132) that full membership of ILA should be open only to those who possess the professional qualifications of librarianship and not to any one having an interest in libraries or librarianship.

The structure, activities and achievements of ILA discussed in the preceding pages reveal that it is actively engaged in various professional activities for raising the status of Indian librarianship as a professional category. No doubt, it has yet to achieve a number of objectives but it cannot be termed as a merely trade union. Indian Library Association is a professional association with certain shortcomings.
The "Special Libraries Section" of the Indian Library Association, in its Baroda Conference, held in 1946, recommended the establishment of a separate association exclusively for special libraries, similar to the "Association of Special Libraries and Information Bureaux (ASLIB) of U.K. or "Special Libraries Association" (SLA) of USA. The same decision was re-iterated in subsequent meetings of ILA. Finally it was established on September 3, 1955 at Calcutta, under the name "Indian Association of Special Libraries and Information Centres" (IASLIC), as a non-profit voluntary organisation of Scientists, Documentalists, Information Officers, Information Scientists and Technicians.

Structure

Membership of the IASLIC is open to all such persons as are working as Librarians, Documentation Officers, Documentalists, Information Officers, Information Scientists etc. working in the Documentation Centres; Information Centres; Scientific and Technical libraries; and libraries attached to industrial organisations, commercial concerns, Government departments etc. IASLIC membership is also open
to the teachers of library & Information Science and such other persons who have interest in special libraries and special librarianship. To start with, IASLIC had only 125 members, including 18 institutional members. Now, as in December, 1983, its membership has increased to 1,080 which comprise of 5 Honorary members; 217 Life members; 502 Ordinary members, 311 Institutional (Non-Profit) members; and 45 Institutional (Profit) members.

The aim and objectives of IASLIC are: (1) to ensure and promote the systematic acquisition, organisation and dissemination of knowledge throughout India; (ii) to improve quality of library and Information science and documentation work in India; (iii) to coordinate the activities and to encourage the mutual cooperation and assistance among the special libraries; scientific, technical and industrial institutions; learned societies; commercial organisations as well as other information and documentation centres to the fullest extent; (iv) to serve as a field of active contact for the libraries, information bureaus, documentation centres, scientists, research workers and others having common interest; (v) to improve the technical efficiency of workers in special libraries, information centres and documentation centres and to look after their professional welfare; (vi) to act as a centre for research in special libraries and documentation techniques; (vii) to act as a centre of information and scientific, technical and other related fields; and (viii) to take all such actions as may be incidental or conducive to
the attainment of the object of the centre, as the case may be.

The highest body of the IASLIC is 'General Council' which comprises of all the members of the association. It is headed by its President and functions through its General Secretary. The General Council meets every alternate year which elects its President; 6 Vice-Presidents; 1 General Secretary; 1 Treasurer; 2 Joint Secretaries; 2 Assistant Secretaries; 1 Librarian and 20 council members for a period of two years. The General Council also elects 'Executive Committee' and 'Finance Committee' for a period of two years, which look after the day to day work relating to administration and finance, respectively. The IASLIC President and General Secretary, as in December, 1983 are B.P. Adhikary (Director, Indian Statistical Institute, Calcutta) and S.K. Kapur (Librarian, Geological Survey of India, Calcutta), respectively. IASLIC, as per latest amendment approved in its special general meeting held on December 22, 1982 in the Indian Institute of Technology, Kanpur, has the following six divisions, each one headed by a Divisional Secretary:

(i) Documentation Service Division;
(ii) Education Division;
(iii) Publication and Publicity Division;
(iv) Library Service & Information Service Division;
(v) Documentary Reproduction & Translation Division; and
(vi) Co-operation & Coordination of Libraries Division.
Earlier, IASLIC was housed in a rented building in Calcutta, but now it has its own building in Calcutta. IASLIC is a purely voluntary organisation and its entire work is carried out by part-time workers supported by a few full-time clerical staff.

IASLIC has a very limited resources and gets very negligible grants from the Govt. of India to organise its conferences and seminars. Most of its activities are being carried out with funds which it collects as membership fee or sale proceeds of its publications. Despite all these financial constraints, it has ₹ 30,000 in fixed deposit and operates approximately ₹ 80,000 every year on its various professional activities.

**Activities**

IASLIC is working very actively, through its Divisions, ever since its inception. Some of the important activities being performed by it are as under:

1. **Conferences:** IASLIC organises All India Conferences every alternative year. These conferences are organised on various themes and in different parts of India.

*IASLIC, P-291, CIT Scheme No. 6-M, Kankurgachi, Calcutta-700054.*
which are largely attended and prove very useful for its members for exchanging their views, solving professional problems and updating their specialised knowledge and skill.

(2) **Seminars:** IASLIC also organises seminars in every alternative year. These seminars are highly specialised in nature and attended by librarians & Information Officers working in special libraries, Documentation Centres and Information Units. It also organises symposia from time to time.

(3) **Study Circles:** The members of IASLIC are encouraged to make small groups, known as "Study Circles" in different parts of the country. A good number of study circles already exist in large cities in India. More and more such study circles are coming up every year. These group meetings provide its members a common forum for exchange of their viewpoints, discussion of their professional problems and thus finding viable solutions to the problems.

(4) **Continuing Education : Teaching & Training Programme:** In the beginning IASLIC started evening classes for teaching of French, German and Russian languages, so that sufficient language specialists are available to carry out the translation work of scientific and technical literature required in the special libraries. But this programme was discontinued in 1963 as there was not much response from the scientists and librarians.
Similarly, IASLIC started part-time "Post B.Lib.Sc." training course in "Special Librarianship and Documentation" of 6 months duration in 1966. It was converted into full-time course and its duration was increased to one year in 1967 which continued as such till 1970. Thereafter it was discontinued as it was not granted recognition as equivalent to "Associateship" of Documentation Research & Training Centre, Bangalore, or M.Lib.Sc. degree of other Indian Universities for employment purpose.

A part-time "Certificate Course in Library Science" is also being run by IASLIC in Calcutta for semi-professionals in the special libraries.

(5) Publication Programme: The major activity of IASLIC is its publication programme, under which it has brought out a larger number of publications, viz:

(a) Periodical Publications:

(i) IASLIC Bulletin: It is a quarterly publication, which is being published since 1955. It publishes original research papers on various facets of Library and Information Science, specially pertaining to 'Special Librarianship'. It is subscribed to all over the World and indexed in some of the important indexing journals, such as library literature.
(ii) **IASLIC Newsletters**: It is a monthly publication and meant for IASLIC members only. It highlights the IASLIC activities, news about its members, news about Indian Special Librarianship, general information about symposia, seminars, conferences, workshops, meetings, refresher courses, in-service training courses, visits abroad, and forthcoming events concerning special librarianship in India and abroad.

(iii) **Indian Library Science Abstract**: It is a quarterly abstracting journal, started in 1967. It covers research papers published in Indian Library and Information Science journals. The arrangement of abstracts is in Classified order, according to Colon Classification Scheme, followed by author and subject indexes.

(b) **Monographic Publications**: About 10 monographic publications have so far been published by IASLIC which include "Directory of Special and Research Libraries in India"; "Methods of Scientific Control"; "Education for Librarianship"; Glossary of Cataloguing Terms in Indian Regional Languages"; "Indexing Systems"; "Library Architecture"; "Information Services in India" etc. These publications are of immense use for the special libraries and their staff members from professional point of view.
(C) **IASLIC Special Publications**: The papers and proceedings of the IASLIC conferences and seminars are published regularly in the form of 'IASLIC Special Publication'. So far more than 22 such publications have been brought out by IASLIC and are available on sale.

(d) **Bibliography Alert Service**: This service has been started by IASLIC since 1982, in order to keep its members abreast of the latest publications in the field of Library & Information Science.

(6) **Awards etc.**: In order to encourage the professional activities among its members, IASLIC awards three gold medals every year. One gold medal is awarded to the student who secure highest marks in the B.Lib.Sc. examination of the Jadavpur University, Calcutta. Second gold medal is meant for the student who stands first in IASLIC's own training course in documentation, while the third gold medal is awarded to the writer of the best research paper published in the "IASLIC Bulletin" every year.

(7) **Code for Inter Library Loan**: IASLIC has formulated a code for inter library lending, which is being followed in most of the libraries all over the country. It also recommended to the Govt. of India to reduce the postal charges on the packets containing documents which are sent on Inter Library Loans. But approval of the Govt. of India in this
(8) **Exchange Programme:** IASLIC has exchange programme with more than 70 institutions, both within India and abroad. It exchanges its publications with those of other institutions and as such has a rich collection of documents in its library, which are very useful to its members.

(9) **Document Reproduction and Technical Translation Services:** These services were started in 1958, under which IASLIC provides microfilms and readable photocopies of documents and also English translations of documents from the other European and non-European languages, to the individual scientists, institutional members and societies etc. at a subsidised rate.

(10) **Consultancy and Placement Service:** IASLIC also provides consultancy service to the industrial libraries or their information centres, if asked for. It carries out surveys of service conditions and status of professional staff working in the special libraries, information units and documentation centres in India. It helps the special libraries in the recruitment of trained personnel.

(11) **Cooperation and Coordination Activities:** IASLIC is a member of International Federation of Library Associations and Institutions (IFLA); International Federation of Documentation (FID); and similar other international
organisations. It is a member of sub-committee on Documentation of International Organisation of Standardisation (ISO); and has very close cooperation with UNESCO.

A perusal of the above mentioned activities of IASLIC reveals that although it is a small organisation with limited funds, yet it is very regular in organising professional conferences and seminars etc. During the last 28 years of its existence, it has organised 11 All India seminars and 14 conferences, in which it has discussed and deliberated over various problems of topical relevance to the field of Library and Information Science and library services and stimulated professional thinking. But it has yet to be active in numerous other activities of professional importance.

ACHIEVEMENTS

No doubt IASLIC is very regular in organising professional conferences, seminars, symposia, in-service training courses, study circles, publication programme and coordination & cooperation activities. But it has not been able to formulate a code of ethics for its members. The education for special librarianship and library services for these special libraries are also yet to be standardised at All India level. IASLIC is not yet concerned with accreditation and certification function of a professional association. It has yet to work for authority of the professionals and autonomy.
of the profession of librarianship. If all these objectives are achieved, only then the social status of librarians can raise and librarianship in India can get maturity as a profession like other recognised professions in the country.

DELHI LIBRARY ASSOCIATION (DLA)

Delhi Library Association (DLA) was established in 1953 as a result of the efforts of a few keen and enthusiastic librarians of Delhi. Aims and objectives of DLA are similar to those of any other Library Association in India. Its main aim is to provide a common forum for the Librarians working in different types of Libraries in Delhi. It also aims at imparting training in Librarianship and to bring out serial and monograph publications for furtherance of cause of the profession. Cooperation and coordination of library activities within the state and at national level has also been emphasised. It also aims at working for the improvement of service conditions of the librarians working in Delhi and also to raise their professional status.

Structure

Membership of Delhi Library Association is open to the working librarians, teachers of Library & Information Science and anyone having interest in libraries and librarianship. The present membership of DLA, as in December, 1984 is 517
comprising of 295 Life members; 219 Ordinary members; and 3 Institutional members. The highest body of this association is 'General Body' which consists of all of its members. It meets bi-annually for transaction of business and to elect its office bearers and members of the Executive Committee.

The Executive Committee comprises of the President; 1 Senior Vice-President; 2 Vice-Presidents; 1 General Secretary; 1 Treasurer; 2 Secretaries; 1 Public Relation Officer; and 14 members (including 6 co-opted members). The Executive Committee is responsible for transaction of day to day business of the association under the overall supervision and directions of the President and policies laid down by the General Body. At present (as in December, 1983), Shanta Vashisht (Ex-Member Parliament, B-125, Sarvodya Enclave, opposite Indian Institute of Technology, Delhi-110016) and H.C. Jain (Librarian, South Delhi Campus Library, D-25 A, South Extension Part II, New Delhi-110049) are its President and General Secretary, respectively.

Four Regional Secretaries are also appointed by the DLA for a period of 2 years, who look after the coordination of activities of the association in different parts of Delhi. An Administrative Committee of the School of Library Science of the association is also appointed for a period of 2 years, (which consists of 1 Honorary Director, 1 Honorary Registrar and 5 members), which looks after the management of training
classes of Post-matric Certificate Course in Library Science and Post-graduate Diploma Course in Library Science, both of one year duration, run by the association.

The Headquarters of Delhi Library Association are located in the Hardyal Municipal Public Library premises in Delhi*. Its own new building "Rabindra Bhavan" is under construction in Naraina, Delhi, which is expected to be completed very shortly.

At present the association has budget of about Rs 90,000/- per year. Its main source of income is membership fee, training courses fee and sale proceeds of its publications. It also gets an amount of Rs 2,500/- as grant-in-aid from the Delhi administration every year. The budget for one of its publications namely "Indian Press Index" is operated separately, which is presently about Rs 35,000/- per annum. For this purpose, an annual grant of Rs 10,000/- is provided by the Indian Council of Social Science Research, while the balance is met out of the sales proceeds (Subscription charges) of this publication.

*Delhi Library Association, Post Box 1270, C/o Hardyal (Harding) Municipal Public Library, Queen's Garden (Gandhi Ground), Delhi-110006.
Activities

Ever since its inception in 1953, DLA is actively engaged in various activities in accordance with its aims and objectives. Some of the significant activities of Delhi Library Association are as under:

(1) **Conferences**: DLA organises conferences bi-ennially on the occasion of its General Body meeting and election of the office bearers. On these occasions, members of DLA discuss their professional problems and exchange their views. The association is very regular in organising these conferences.

(2) **Seminars**: Various professional seminars and symposia are organised by the association from time to time on different themes such as "Indian Reference Sources", "Library classification at Cross Road"; "Acquisition of Reading Material"; "School Libraries: Problems and Prospects" etc. These seminars and symposia have proved very useful for the working librarians in Delhi.

(3) **Lectures**: Delhi Library Association invites, from time to time, experienced librarians and educationists to deliver lectures on different themes for the benefit of its members. More than two dozen experts from abroad and quite a large number of prominent speakers from India have delivered lectures to the members of DLA on topics of varying interest. Since 1972 "Das-Gupta Memorial Lectures" are also organised.
Training Programme: In order to meet the demand for trained librarians in the school libraries, public libraries and semi-professional positions in the large libraries, DLA instituted, with effect from 1955, a one-year Post-matric training programme leading to "Certificate in Library Science". These classes are conducted in the morning and evening in the Hardayal (Harding) Municipal Public Library, Delhi. About 200 students are admitted. Teaching is done by honorary staff, who are working in various institutions in Delhi. The certificate awarded by the association has been recognised by the Govt. of India, Ministry of Education, for employment purpose. In order to encourage the trainees, "Das-Gupta Memorial Medal" was instituted in 1967, which is awarded every year to a person who secures highest marks in the Certificate Course in Library Science conducted by DLA.

Since 1972, the association has started another one-year course, namely "Post-graduate Diploma in Library Science" which is primarily meant for the working librarians, who may be interested to improve their professional qualifications. To start with only 20 students were admitted, but keeping in view the increasing demand, now 20 students are admitted every year. Arrangement for internship or practical training in librarianship for the trainees has also been made in 14 reputed libraries in Delhi, in order to give them the feeling of an actual library situation.
(5) Publication Programme: Delhi Library Association has been bringing out some serial and monographic publications ever since its inception. Some of the important publications are as under:-

(a) Serial Publications

(i) Library Herald: It is a quarterly journal being published regularly since 1962. It publishes learned papers pertaining to all fields of Library Science and Librarianship. A few special issues of the "Library Herald" have also been brought out from time to time, viz. "Acquisition of Reading material", "University Libraries in India", "S. Das Gupta Memorial Issue", "S.R. Ranganathan Memorial Issue", N.K. Goil Memorial Issue". The latest issue of this journal (Vol. 21; Nos. 3-4; Oct. 82-Jan. 1983) includes "Cumulative Index to Library Herald: Vol. 1-20 (1958/59-1981/82)", which provides access from subject, title of the paper and its author's approach.

(ii) Indian Press Index (IPI): It is a monthly publication, being published regularly since 1968. It indexes articles, special write ups, editorials, important statements and letters published in 17 daily English newspapers of India. It covers about 26,000 entries per year and is very well used
throughout the world. It has a separate budget of Rs 35,000/- per year, out of which Rs 10,000/- are provided by the Indian Council of Social Science Research, Delhi, and balance is met out of the sale proceeds (Subscription) of the publication.

(iii) **Book Review Supplement:** It is a quarterly publication, which was started in 1968. It covers book reviews published in 17 English newspapers of India, mentioned above.

(iv) **Annual Report:** The association's annual report and statement of accounts is also published every year since 1953-54, which includes results of the "Cert. Lib. Sc." and "P.G.Dip. Lib.Sc." examination conducted by DLA, and also various activities of the association during the period under review.

(b) **Monographs:** DLA has published more than 8 monographic publications ever since its establishment. Some of the important publications are "Directory of Librarians and Who's Who in Library Profession in India"; "Library Movement in India"; "Indian Library Literature: A Bibliography"; "Directory of Pseudonyms in Indian Literature" etc. It has plans to bring out a few more such publications in the near future.
(6) **Library Legislation:** D.L.A. drafted a library bill (Act) in August, 1978 and submitted to Delhi Administration. It is regularly following up the matter and persuading the Administration for enacting the Library Act for Delhi area. The outcome is still awaited.

(7) **Extension Programmes:** D.L.A. organises book-exhibitions in Delhi from time to time, which are quite useful for the librarians, publishers, book suppliers and the library users.

(8) **Cultivation of Reading Habits:** The association is very keen to cultivate reading habits in the general public, especially school students. In order to give incentive in this regard, DLA organises "Essay competition" on different topics every year and awards prizes to the winners.

(9) **Cooperation & Coordination Activities:** DLA has been engaged in close cooperation with various agencies, within Delhi and outside it, for professional achievements. It negotiates with the Good Offices Committee of the Delhi State Book-Suppliers Association and fixes rate of discount, conversion rates of foreign currency for purchase of books by different types of libraries in Delhi. It represents librarians of Delhi in the matters of service conditions, revision of pay-scales, and similar other matters when considered by the Pay Commission, Govt. of India, etc.
Projects: DLA has undertaken various projects which could be useful for the profession in Delhi. In 1966, it undertook the compilation of "Union Catalogue of Periodicals in Social Science and Humanities available in Delhi Libraries". Later on this work was taken over by the Social Science Documentation Centre of the Indian Council of Social Science Research, Delhi.

It is evident from the preceding pages that Delhi Library Association is engaged in a variety of professional activities for the benefit of its members.

Achievements

Keeping in view the financial position and geographical jurisdiction of Delhi Library Association, it is doing reasonably good work. But such small associations at local level can do much more for the profession. A library association at state or Union Territory level like DLA is expected to get the library legislation passed from the concerned and competent authority. DLA has not been able to achieve this goal as Library Act has not so far been enacted in the Union Territory of Delhi. No doubt DLA has been organising conferences, seminars, symposia, training courses and also bringing out both serial and monographic publications very regularly, but it is lacking behind so far in the standardisation of library services, equipment and appliances.
are concerned. It has yet to draw a code of ethics for its members. It has not done anything for the autonomy of the profession. If all these shortcomings are overcome only then the social status of the librarians can raise and librarianship can come up at par with other matured and recognised professions like Medicine, Engineering, etc.

A perusal of the structure, activities and achievements of ILA, IASLIC and DLA discussed in the preceding pages reveal that these library associations are concentrating more towards attaining better professional proficiency and hence professional status than towards financial status only. As such these library associations have been acting as professional associations and not as trade unions. Thus our last hypothesis also stands confirmed.

Views of the respondents about the Library Associations in India:

During the course of interviews, the investigator of the present study asked the following questions to the respondents, in order to ascertain their views about the Library Associations in India:

1. Do you think that the library associations should primarily work for the betterment of pay-scales, service conditions and social security of their members?

2. Do you think that it is not important for the library associations to organise the conferences, seminars etc., so as to look after the financial interests of their members?
3. Do you think that library associations should enrol only qualified and working librarian as their members; and that non-librarians should not be enroled as their members at all?

Although the first two questions seem to be identical, yet it has been attempted through the question number 1 above to ascertain if the respondents have materialistic approach or otherwise.

Overwhelming response (64.98%) to the question Number 1 above was in favour of library association's primary work being betterment of pay-scales, service conditions and social security of their members. Only 31.07% respondents did not agree with this statement, while the remaining 3.93% respondents were un-decided. Even if we take them from the point of view of type of the libraries in which they are working, the percentage of respondents who agreed with this statement is 63.79%, 54.59% and 73.33% from the public, academic and special libraries, respectively. The main reason put forth in support of their argument that better emoluments, better service conditions and better facilities for their social security are more important in order to keep themselves away from financial and social worries. This would, according to them, help them to concentrate more on their professional work. In other words, their attitude was materialistic rather than professional. It is contrary to the very basic characteristic of a profession i.e. "service to the society
before self". In fact majority of the librarians are not clear as to what are the pre-requisites of a profession and how it differs from an ordinary occupation.

With regard to the question number 2 above, majority of the respondents (50.54%) were again in favour of priority for financial interests. Another 47.48% replied otherwise, while the remaining 1.96% of them were undecided. Since the question number 2 is straightforward as compared to the earlier one, the percentage in favour of priority for financial interests came down from 64.98% (question number 1) to 50.54% (in question number 2). If the replies given by the respondents in response to question number 2 above are analysed according to the type of libraries in which they are working, the percentage in favour of "priority for financial interest" is 70.68%, 59.15%, and 38.66% for public, academic and special libraries, respectively. In fact, not a single respondent was against holding of conferences, seminars, symposia etc. by the library associations. But when the question was of preference between the two, majority of them opined that the library associations should give preference to the financial interests of their members rather than holding conferences, seminars etc. In other words, holding conferences/seminars, according to them, is not so important as compared to looking after the financial interests of the members of the library associations. This is again a materialistic approach and against professionalism.
So far the third question is concerned, a very large number of respondents (72.86%) agreed that the library associations should enrol only qualified and working librarians as their members. Only 12.69% suggested that there is no harm in enrolling even the non-librarians as members of the library associations provided that they have interest for libraries or librarianship. The reason in support of their arguments was that it would increase the number of members and consequently increase in the income of the association from membership fee. They also hoped that some influential non-librarian members could help the profession in various other ways. The remaining 14.44% of the members did not reply either way.

If we take an overview of the situation, library associations in India are no exceptions. Even the American Library Association and the Library Association of U.K. enrol such persons as their members as are non-librarians but interested in librarianship or libraries otherwise. But on the contrary, the professional associations in other recognised professions such as Law, Medicine, Architecture, Engineering, Teaching etc., both in India and abroad, only the qualified professionals (practising or retired) are entitled to become members of their respective associations. In librarianship too this condition should be applicable, only then we can expect from the library associations useful professional activities and achievements, which would raise the status of librarianship as a profession.