CHAPTER VIII

SUMMARY, CONCLUSIONS AND REFLECTIONS
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The review of literature available on the subject - discussed in Chapter I - reveals that a few studies have been made in other countries to ascertain the professional status of librarianship. So far as India is concerned, although a few studies have been made on various aspects of other professions such as Medicine, Law, Teaching, Social Work etc., not a single systematic study based on data has so far been made to assess the professional characteristics of librarianship in India. The present work is aimed at filling this gap. The main objectives of this study are:

(i) to find out the socio-economic background of the librarians;
(ii) to assess their professional orientation;
(iii) to ascertain the bearing of socio-economic background on professional orientation; and
(iv) to investigate the structure, activities and achievements of three significant professional associations, viz.:
(a) Indian Library Association (ILA);
(b) Indian Association of Special Libraries and Information Centres (IASLIC); and
(c) Delhi Library Association (DLA).
In order to attain the above mentioned objectives, the following hypotheses have been tested and confirmed in this study:

1. Majority of the librarians hail from middle class family background.

2. Majority of the librarians are drawn from liberal higher education with a Post-graduate degree in social sciences or humanities rather than in natural or applied sciences.

3. Majority of the librarians in the age group of 40-60 years are professionally less qualified, while those below 40 years are professionally better qualified.

4. Librarians working in Academic libraries and Special libraries are equipped with better academic as well as professional qualifications.

5. Male librarians are more professionally oriented as compared to female librarians.

6. Librarians with an urban background are more professionally oriented as compared to those with rural background.

7. Librarians possessing higher professional qualifications or specialized training in librarianship are more professionally oriented as compared to those possessing lower professional qualifications.
8. Librarians working in Academic libraries and Special libraries are more professionally oriented as compared to their counterparts working in the Public libraries.

9. Librarians with better socio-economic background are more professionally oriented; and

10. The activities of the "Indian Library Association" (ILA), "Indian Association of Special Libraries and Information Centres" (IASLIC); and "Delhi Library Association" (DLA) are concentrated more towards attaining better professional proficiency and hence professional status than towards financial status only.

Delhi was selected as universe of study for the reasons given in Chapter I. The data were collected from a "Stratified random sample" with the help of "Interview Schedule" and "Index of Professional Orientation".

As regards the history of librarianship in India, libraries existed in India during ancient period also which were manned by teachers and scholarly persons. But the concept of librarianship was altogether different from that of present age. Libraries were elitist possessions rather than a social and democratic people's institution. The library material was kept under close access. The documents were considered as prestigious property of a few which were
preserved as show pieces. The librarians were not trained for this purpose and they were simply considered as the custodians or keepers of these documents. The venue of libraries remained the temples and places of learning. It is only in the modern period, particularly in the nineteenth century that libraries were considered and thrown open to the masses. Specialised education and training for librarianship in India was started only in the first quarter of twentieth century, which was of very elementary type.

Although academic, public and even special libraries grew during the first half of the twentieth century, yet they flourished in the real sense only after 1950's. Facilities for specialised education and training in librarianship increased manifold after independence of India, particularly after 1960's. It was this period that the part-time librarians were replaced by full-time and qualified librarians in different types of libraries. With the establishment of various library associations at different levels and for different types of libraries; setting up of libraries in the national laboratories, research institutions, documentation centres; due to literature explosion at fantastic speed and increasing impact of technology - particularly computers - the concept of librarianship, by has and large, been changed. Now the libraries have gone a step ahead and the personnel manning them are highly qualified - both academically and professionally. They provide not only
"documents" with the help of conventional systems but even the latest "information" itself, which is collected from different parts of the world through highly sophisticated electronic devices and retrieved immediately on demand. Unesco, IFLA, FID and similar other international organisations are providing substantial funds and paying special attention for development of libraries, librarianship and education for library and information science in the developing countries like India. National and international conferences, seminars, symposia, workshops, short-term training courses, refresher courses and specialised training courses in different areas of librarianship are being organised from time to time. The study shows that the academic and special libraries in India are developing rapidly - both in numbers and quality, but the condition of public libraries in India is dismal. They are still not a part of the cultural ethos and are more conspicuous by absence in our towns and villages or even metropolitan ones. The Library legislation is yet to be passed in majority of the states. Out of 22 states and 9 Union Territories in India, barely 5 states have passed the Library Act so far.

Leave alone being on-line with the major systems and computerised data-bases, India has yet to become a part of the global information network. The major reasons for this drawback are India's geographical factors, socio-economic conditions and the problems concerning telecommunications facilities.
S.R. Ranganathan has done yeoman's service for development of librarianship as a profession in India since 1925. But it has yet to attain maturity and to be treated as a full-fledged profession at par with other recognised professions such as Medicine, Engineering, etc.

The analysis given in Chapter III indicates that majority of the librarians are younger in age, male, married and had their schooling in ordinary Govt. Schools with Hindi or other Indian regional languages as their medium of instructions. Majority of them are living in small rented houses and possessing bi-cycles as mode of conveyance. They are not members of various clubs and their hobbies are limited. Majority of them are born to parents with under-matric educational qualifications, low income and agricultural or clerical occupation. Quite a good number of librarians were in clerical or menial jobs before adopting librarianship as their career.

Majority of the respondents possess Post-graduate degrees in social sciences or humanities. The data show that majority of the librarians belong to upper caste category. But if the education, occupation, income and other related factors of their own family as well as those of their parental family are taken into account, we find that majority of the librarians belong to middle class family background.
Professional status and roles of librarians have been analysed in Chapter IV. It has been revealed that majority of them came to librarianship more by accident than pre-planning. Some of them joined it as they had no other alternative. Majority of them were motivated to choose librarianship as their career by the factors not indicative of professionalism. With regard to their professional qualifications concerning librarianship, it has been found that majority of them possess either low (Post-matric Cert./Dip. Lib. Sc.) or medium (Post-graduate Dip.Lib.Sc./B.Lib.Sc.) professional qualifications. Very few of them possess high (M.Lib.Sc./Associateship in Documentation, or M.Phil. in Lib. Sc.) professional qualifications. Although a large number of librarians are members of various professional associations yet very few of them have attended professional conferences, seminars, symposia, workshops, refresher courses or visited abroad for professional attainments. Majority of the respondents devote no time or very little time for professional studies in order to update their knowledge and keep abreast of the latest developments in the field of librarianship in different parts of the world. Professional contribution in the form of monographs or research papers have also been brought out by only a few of them. As such the professional activities of majority of them are negligible.
The pay-scales and designations of the respondents, as shown in Chapter IV, are also varied, misleading and confusing in a large number of cases. Their pay-scales are not in accordance with their designations. In other cases, a particular designation can be found in a variety of pay-scales comprising of very high emoluments or very low emoluments. Hence their pay-scales vis-a-vis designations are very much misleading not only to the general public but also to their counterparts working in other libraries. Their designations fail to help in determining their position or status in the society. This needs to be rationalised - at all India level by an appropriate body like Indian Library Association. A very large majority of the librarians are of the opinion that they do not get due respect in the society as their social status is not very high as compared to other recognised professions like Law, Medicine, Teaching, etc. Keeping in view the low pay-scales and social status, majority of them are not satisfied with their present profession although it is too late for them to retrace their steps or think of alternatives.

Professional orientation of the librarians has been assessed in Chapter V. Although majority (56.67%) of them have been rated as highly professionally oriented yet the percentage (43.33%) of those who have been rated as low professionally oriented is also quite significant. Efforts have been made to ascertain their attitude towards library
profession. Some of the respondents opined that it is merely a dignified ministerial job, while others felt that it is only a technical and mechanical work. Very few were of the views that librarianship involves highly intellectual and specialised training and skill attainable by dint of rigorous efforts, hard work, devotion and consumption of time. Their attitude towards library profession depends upon their socio-economic background, professional qualifications, nature of library work assigned to them and being performed by them. Majority of them viewed that the librarians' job is only to guide or instruct the library users in finding out their required documents. Very few opined that the primary function of a librarian is to provide documentation service or to make available the information itself. A large number of respondents, however, preferred to work in the 'Reference Section' of the library and provide reference service to the clientele.

It is interesting to know the respondents' views about librarianship as a profession. An overwhelming majority of them did not know the major pre-requisites or characteristics of profession. They called it a profession simply because they heard so from others. A large number of them termed librarianship as a profession only because it involves "Specialised training and skill". Very few of them knew that an occupation can be given the status of a profession if it satisfies many other characteristics also such as specialised
knowledge (learning) & skill (practice); research and continuous in-service updating of specialised knowledge; intellectual activity; social necessity which should be legally recognised and publicly accepted; service to the society rather than personal gains; recognition by public & status in the society; standardised terminology, closely knit professional organisations having an altruistic philosophy; stability of the profession through permanent membership (life career); code of ethics for the practitioners; autonomy of the profession (functions to be clearly defined and identified); and authority of the practitioners on the subject & over the clientele.

Impact of socio-economic background on professional orientation of the librarians has been depicted in Chapter VI. Rating of "Professional Orientation" was considered as "Dependent Variable" for this purpose. Various other variables, impact of which was seen on 'Professional Orientation', were taken as "Independent Variables", such as age; sex; caste category; place of birth; marital status, schooling background; motivation; pay-scale; types of libraries where working; membership of professional associations; attending conference & seminars, professional publications, etc. of the respondents. The results reveal that socio-economic background of librarians has tremendous effect on their professional orientation.
Every profession has associations at various levels which look after the professional betterment of its members. Librarianship is no exception to it. Three significant library associations namely Indian Library Association; Indian Association of Special Libraries and Information Centres; and Delhi Library Association were selected to study their structure, activities and achievements, for the reasons explained in Chapter I.

The role of these associations for raising the professional status of librarianship in India has been highlighted in Chapter VII. A critical appraisal in the aforesaid chapter reveals that they are actively engaged to fulfil their aims and objectives. They are organising conferences and seminars regularly. Professional publications—both serial and monographic—are also being brought out without interruption. They are organising short term training courses and cooperating & coordinating with various bodies for the improvement of service conditions, pay-scales and professional status of their members, from time to time. But these library associations have yet to achieve their goal concerning library legislation in all the states and union territories of India; code of work ethics; accreditation and certification of professional degrees & diplomas; uniformity in the syllabus & courses of reading, internship, in-take capacity, admission requirements, duration and other related issues at various levels of teaching of librarianship in India. They have also yet to achieve standardisation in the library furniture, equipment,
services etc. In fact these library associations have to go a long way to raise the professional status of librarianship in India, at par with that of other recognised professions like Law, Medicine, Engineering etc. Keeping in view their existing activities, it can be safely concluded that these library associations in India are concentrated more towards attaining better professional proficiency and hence professional status than towards financial status only.

**EVALUATING LIBRARIANSHIP AS A PROFESSION IN INDIA**

It would be appropriate if the characteristics of a profession are considered in relation to the findings of the present study, in order to determine the status of librarianship as a profession in India.

**Specialised Knowledge and Skill**

There are no two opinions about involvement of specialised knowledge and skill in librarianship. The training is acquired after certain educational qualifications and it includes both theoretical and practical aspects. This specialised education is obtained after hard labour and internship. Facilities for training in librarianship exist in India at various levels which is imparted by various university teaching departments, schools of librarianship, documentation centres and professional library associations
(Appendix "E"). Although some of these schools were established before independence of India but it was only after nineteen sixties that they proliferated.

Research and Continuous In-Service Updating of Specialised Knowledge.

As a result of literature explosion and technological changes, various electronic devices and highly sophisticated devices have been developed which are being implemented in the field of librarianship and information science. In order to be fully equipped with latest techniques of information storage and retrieval, it is very essential to update the specialised knowledge in documentation, information handling, subject indexing, telecommunication systems, on-line information retrieval systems, automation etc. Research in various areas of librarianship is equally essential for the obvious reasons. Various library associations in India have been imparting such in-service training courses of short duration, from time to time, for updating of specialised knowledge. The University Grants Commission (U.G.C.) has also been providing funds for organising short-term training courses, refresher courses, summer and winter institutes, symposia, seminars, workshops etc. for librarians working in different types of libraries in India. Documentation centres and Library Science schools have been undertaking this task. Since 1982 the U.G.C. has started such courses, known as summer and winter schools, for college librarians.
also which are organised at four different places in India every year. But the data collected for the present study reveal that a very negligible number of librarians have undergone such courses. Much more emphasis is required in this regard.

Intellectual Aspect of Librarianship

To provide reference service or recording, organisation and dissemination of information pinpointedly, exhaustively, speedily and accurately requires intellectual capability of the librarians. The present study reveals that some of the respondents possess this quality while others think its necessity. Still there are a good number of librarians who feel that librarianship is nothing but dignified clerical job or technical work only. Their concept of librarianship is old and obsolete, which needs to be changed according to the prevailing circumstances.

Social Necessity

Libraries are becoming essential social institutions. Their necessity is being felt even in small villages and towns. There are 5,75,939 villages and 2643 towns in India, whereas the total number of libraries in India is approximately 57,000 (Deshpande: 1982). As such it is evident that a very large number of towns and villages lack libraries even during the Sixth Five-Year Plan. Majority of the population of
India lives in villages whose concept of librarianship is nothing beyond looking after a few newspapers and popular fiction housed in a small room in the village. This concept of librarianship needs to be changed in the minds of millions of Indians.

Service to Society Above Personal Gains

In the medical profession we find that generally a physician believes that it is his duty to save lives. Working from this principle he does everything he can to alleviate pain and to reduce suffering. Similarly, the librarian believes in the idea that knowledge can save the world. No doubt the librarians also serve the society but the results of the present study indicate that quite a good number of respondents are not prepared to do so at the cost of their personal comforts and gains. This aspect is lacking in librarianship in general.

Social Recognition and Status in the Society

Unlike other recognised professions, it is very recently, particularly after 1960 that librarians have started getting due social recognition, but their social status is still under estimated. In a social gathering of doctors, lawyers, engineers, professors and librarians, it has been noticed that normally librarians are looked down upon or at least considered to be inferior to others.
This concept is yet to be removed. Even the results of the present study reveal that overwhelming majority of the respondents have expressed their views that the librarians do not get due respect in the society and that they are not satisfied with their profession particularly for want of social status. Moreover, it is this reason that many of them want their designation to be changed from "Librarian" to "Information Officer", "Documentation Officer", "Manager of Information Services", "Director of Library Services" etc. which sound more dignified in terms of social status.

Standardised Terminology

The terminology in every sub-area of librarianship has almost been standardised. The terminology used in classification, cataloguing, reference service, documentation, information retrieval systems etc. are universally accepted. Second edition of Anglo-American Cataloguing Rules (AACR-2) published in 1978 is an international code. Similarly, ALA Glossary of Library Terms is accepted and followed all over the World. Various international organisations such as International Federation of Library Associations and Institutions (IFLA), International Federation of Documentation (FID), UNESCO etc. are actively engaged in this respect. Various national library associations in every country are also working to standardise terminology used for various fields of librarianship in the national and regional languages of their respective geographical area. In fact the inception of International Data-bases, International Data Banks, International Translation Centre etc. would not have been
possible without standardised terminology in librarianship.

Professional Organisations

Every recognised profession has its organisations at various levels aiming at professional betterment of its members. It is applicable in the case of librarianship too. Chapter VII reveals that various library associations have been working for enhancement of not only financial status but also professional status of their members. All of these library associations have altruistic philosophy although all of their aims and objectives are yet to be achieved.

Stability of Profession Through Permanent Membership

Librarianship is not a new profession. It has its standing. Various library associations have been established at international, national, regional and local levels all over the world. In India too these associations are quite stable, having a reasonable number of life members, institutional members and also ordinary members. As such we can safely say that there is stability of profession in librarianship in India too through its permanent membership at various levels.

Code of Ethics for the Practitioners

Ethics begins where legal provisions governing conduct stops. A member of a profession does or restrains from doing certain things not because he is legally compelled
to do so but because his professional spirit and ideals of service dictate his action. As such a code of ethics is not a law but rather a creed that identifies standards of practice in terms of daily experience involving relationships with people. The ethical values are always higher than the interests of individual practitioner. To quote an example, a murderer comes to the legal practitioner for advice, the ethics of the latter demand that he should protect and help the former rather than publicising his action or taking side of the other party. Similarly, if an unmarried lady comes to the medical practitioner for abortion, the ethics demand that the latter should save the life of the former rather than giving its publicity or misusing the situation or exploiting it. They take an oath to this effect at the time of entering their profession. Library practitioners are also supposed to follow certain ethics. The American Library Association (1939) adopted a code of ethics in 1938 which has as many as 28 points. These are five-fold - (i) librarian in relation to his governing authority; (ii) librarian in relation to his constituency; (iii) librarian in relation to his library; (iv) librarian in relation to his profession; and (v) librarian in relation to the society. The library associations in India have yet to formulate a code of ethics for the librarians.

Autonomy of the Profession

One of the important pre-requisites of any occupation to be termed as a profession is "autonomy". A profession is supposed to have full autonomy in itself. We can find this
characteristic in the profession of medicine, law, etc.

So far librarianship is concerned, this characteristic is missing. The librarians have yet to establish their own identity in the society. In fact library associations in India are striving very hard to achieve autonomy for library profession.

Most of the professionals in our country prefix or suffix the sign or mark to their names in abbreviated form to represent their particular profession. The doctors, teachers and engineers prefix "Dr."; "Prof."; and "Er.", respectively to their names. Chakrabarty (1978) has suggested that the librarians should write "Ln". as a prefix to their names, in order to be identified as such and to represent their profession in the society. But perhaps it is too early to take such a decision at this stage.

**Authority of Practitioners Over Clientele**

A professional serves the clientele and not the customers. A customer always has a choice to purchase an item according to his buying capacity or quality required. Customer is king. On the other hand, the clientele has to depend upon the professional. In other words, a qualified professional is an authority in his subject and consequently on his clientele, particularly so far "advice" is concerned.
We can see the example of medical or legal practitioner. The patient or clients have no alternative but to depend upon the doctors or lawyers and abide by their advice whatsoever. This aspect seems to be partially missing in librarianship. In the course of personal discussions with the respondents it was revealed that users of the academic libraries and public libraries do not necessarily seek the advice of librarians. In the special libraries, the librarians have a more defined role in aiding and assisting the information seekers. Thus it is evident that the librarians do not have complete authority over their clientele, though their advice is valued. In fact an information handler is a gate keeper to knowledge whose authority has to be respected in his approach to sources of information. To that extent his role is different from that of a medical or legal professional.

An overall view of the discussion in the preceding pages of this chapter leads us to conclude that librarianship in India is not a fully developed profession as yet. It fulfills majority of the characteristics of a profession but not all of them. It has yet to attain certain important pre-requisites of a profession to come at par with other recognised and accepted professions like Medicine, Engineering etc. Librarianship has yet to come to the expectations of the society at large. It is but a natural corollary of the fact that libraries themselves have not become an indispensible part of Indian society which is understandable
A perusal of the present study reveals that although some of the librarians belong to families having very high education, occupation and income yet majority of them belong to low socio-economic background. The professional orientation of majority (56.67%) of the librarians has been rated "high". But those whose professional orientation has been rated "low" are 43.33%, which is also quite significant and not a tiny minority. The main reasons for this can be as under:

1. **Standard Of Professional Education**

   Since 1960 a very large number of schools of librarianship have been established in India. Those having facilities for Cert. or Dip. Course in Lib.Sc. have added B.Lib.Sc./B.Lib.Inf.Sc.; and even M.Lib.Sc./M.Lib.Inf.Sc. Without assessing the requirements of manpower and availability of resources for teaching and research. The reasons for this are two-fold.
Firstly, by adding the higher courses, the existing teaching staff would get new openings and promotions to higher positions. Secondly, this would lead to status and prestige of the school concerned in the mind of higher authorities. This needs to be checked.

On the other hand, new libraries are being established in the industries, R & D organisations, corporate research bodies etc. Facilities for training of library personnel for such special libraries are required to be available either in the existing schools or in the new schools to be especially established to cater the need of such libraries, information centres and documentation centres in the country. Recently, U.G.C. panel has been appointed to study this very aspect of library and information science education in India.

2. Uniformity In Syllabii, Admission Requirement etc.

Comparative study of the syllabii of various schools of librarianship in India for a particular course—say Cert. Lib.Sc.; Dip. Lib.Sc.; B.Lib.Sc./B.Lib. & Inf.Sc.; M.Lib.Sc./M.Lib. & Inf.Sc.; or M.Phil. in Lib. & Inf.Sc. reveals that there is a vast difference in the course contents; levels of teaching; method of teaching; use of audio-visual aids for teaching; internship; practical training; method of examination; internal assessment; grading; intake capacity; teacher-student ratio; minimum admission requirements; criteria
for admission etc. There are Cert. courses in Lib.Sc. run by various associations and even commercial organisations, duration of which varies from two weeks to one year. Similarly, there are Dip. Courses in Lib.Sc. of varying duration and levels. For example Govt. Polytechnics for women are running 2-year Post-matric "Dip.Lib.Sc." courses; Punjabi University, Patiala, is conducting one-year Post-matric "Dip.Lib.Sc." course by Correspondence; and Delhi Library Association is conducting part-time (evening/morning) one-year Post-graduate "Dip.Lib.Sc." course. Again teaching departments concerned in the Panjab University, Chandigarh; and Kurukshetra University, Kurukshetra; have been teaching similar papers and similar course contents but awarding the degree of "B.Lib.Sc." and "B.Lib. & Inf.Sc." respectively. To quote another example, the Panjab University, Chandigarh; Banaras Hindu University, Varanasi; and Rajasthan University, Jaipur; have been teaching only one paper each on "Documentation" in their Master's Degree in Librarianship, having the similar course contents. But the degrees awarded by them are "M.Lib.Sc.; "M.Lib. & Inf.Sc."; and "M.Lib.Sc. & Doc." respectively. Similar variations can be seen in admission requirements, criteria for selection, teaching & examination methods, grading etc. This is all misleading and confusing for
librarians, general public and those who are concerned with recruitment of librarians for various positions. This needs to be rationalised.

3. **Designations**

As shown in Chapter four, there exist very large number of designations in librarianship in India with varying qualifications, job requirements and pay-scales. This is again confusing not only to the society but also to the library professionals themselves. The variation in pay-scales of a particular designation in different types of libraries is surprising, leading to chaos. Efforts have been made by Chopra (1978); Anand (1983a) and few others to suggest rationalisation of certain categories of library staff. But these pertain to academic libraries only. The designations of all categories of library staff working in all types of libraries need to be rationalised at all India level on lines with "Scientists" Grade A, B, C, D, E, F, etc. Perhaps this is the only alternative to ascertain their job performance and exact position in the profession as well as in the society.

4. **Pay-Scales Of Librarians**

At the time of interviewing the respondents for collection of data for this study, the pay-scales of the professional library staff of academic libraries
were lower than those of the teaching staff. The respondents working in college and university libraries expressed their dis-satisfaction with their pay-scales and wanted parity with those of the teachers. This parity in pay-scale has since been granted by the Govt. of India vide its letter dated December 15, 1982 (Appendix "F"). It is hoped that now they would be satisfied. The pay-scales of librarians working in other libraries are also expected to be revised during 1984 on the recommendations of the Pay Commission which has already been appointed by the Govt. of India for this purpose. Feeling of majority of the librarians is that their pay-scales are not in consonance with their qualifications and job requirements. Better emoluments will not only give them mental satisfaction and freedom from financial strains but also incentive to concentrate on their professional work. Moreover, it will raise their social status also. Consequently, people from higher socio-economic background will be motivated to adopt librarianship as their career, leading to their higher professional orientation.

5. **Qualifications For Recruitment**

Discussions of the investigator of this study with the librarians working in Delhi reveal that variety of academic as well as professional qualifications are prescribed and advertised for
recruitment to a post with a particular pay-scale and for similar type of job in the libraries. Similar results have been indicated in the study made by Anand (1984) also. This very flaw also needs to be removed.

6. Promotion Avenues

Generally it is said that "once a librarian is always a librarian". It is true in reality also. The data collected for this study reveals that a large number of librarians do not get promotions for many years. This mars their incentive and lowers their professional involvement. Personal promotion schemes, merit promotion schemes, time promotion schemes or some other viable promotion avenues are required to be introduced for the library professionals.

7. Library Legislation

In order to develop effective public library system in the country it is very essential to enact Library Act in the remaining 17 States and 9 Union Territories of India. State Library Associations need to work hard to achieve this target. It is pity that even after more than 36 years of independence of India, only 5 states (namely Madras now called "Tamil Nadu", Andhra Pradesh, Mysore now called "Karnataka", Maharashtra and West Bengal) have passed library legislation so far.
8. **Role Of The Library Associations**

A very large number of library associations exists at various levels and for certain categories of libraries and librarians in India. Their membership is open to anyone having an interest in librarianship. This is not desirable. Full membership of the Library Associations should be open to qualified & professional librarians only. No doubt these library associations are actively engaged in various professional activities such as organising conferences & seminars, bringing out professional publications and other miscellaneous functions. But they are expected to perform a number of other functions too, such as accreditation; certification; standardisation of library furniture, equipment and services; enactment of library legislation, rationalisation of education and training for librarianship etc. in order to ensure autonomy of the profession and authority of the professionals over their subject field as well as on their clientele. Unlike other recognised and fully developed professions in India and abroad, librarianship lacks a well defined and proper code of ethics for its practitioners. This needs to be formulated at the earliest in order to bring Indian librarianship on the right footing of the profession.
9. Distinction Between Professional, Semi-Professional and Non-Professional Activities.

At present, a person having undergone a short-term training course in librarianship and working in a library in any capacity or performing any type of job is considered to be a professional and even designated as such. This flaw needs to be rectified at the earliest. There should be clear cut demarcation between a professional, semi-professional and non-professional staff working in a library. A professional librarian should be one possessing at least Bachelor's Degree in Library Science or its equivalent qualifications and performing the duties of a librarian such as classification, cataloguing, indexing, abstracting, book selection, compilation of bibliographies, reference service & management of library services. An incumbent possessing Post-matric Cert./Dip. in Lib.Sc. and performing the duties of circulation of books, maintaining of reserve and overdue records, sorting and filing of book cards, registering of borrowers, checking of duplication etc. should be termed as Semi-Professional. Similarly, the work relating to passing of bills, keeping accounts, typing of catalogue cards etc. which does not require knowledge of the theoretical and scientific aspect of library work, but merely clerical ability of high degree or some familiarity with the library work - should be defined as Non-Professional. Thus, in order to raise the status
of librarianship as a profession, it is very essential to make a distinction between the Professional, Semi-Professional and Non-Professional, keeping in view the professional qualifications and job performance in the libraries.

10. Need Of A National Body For The Library Profession in India.

Although library associations in India are working for promoting professional status of librarianship, yet they have their own shortcomings and as such unable to achieve all the objectives expected from them. Under the circumstances, there is a dire need of a permanent body to be established which should coordinate various professional activities of librarianship at All-India level. Such a body can be called "Library Council", "Indian Library Council", "Library Council of India", "Indian Council of Library & Information Science Research" etc. The proposed body would be a counterpart of similar organisations in other disciplines in India, namely "Indian Council of Medical Research", "Bar Council of India" etc. Similar councils exist in most of the western countries also, such as "Bibliotheekraad" or "Library Council" of Netherlands, "British Library Board" of U.K. etc. The primary function of such an organisation should be to achieve uniformity in Library & Information Science (LIS) education at national level;
bibliographical control of LIS literature in India; compilation of union catalogues of LIS journals and reports; to act as a national referral centre for LIS literature; to create depository libraries; to organise conferences, seminars, symposia, workshops, refresher courses, short-term training courses etc. for the librarians; to provide research grants; to encourage publication of LIS literature, to cooperate and coordinate with other agencies such as LIS schools, documentation centres, information centres, Govt. departments, professional associations at local, regional, national and international level. In addition to the above mentioned expectations from the proposed body, it can also work for the improvement of library profession in India in general.

The investigator of the present study gave a similar suggestion in his paper (Chopra: 1983) presented at the "All India Seminar on National Policy for Library and Information Science" financed by the University Grants Commission and organised by the Department of Library and Information Science, Nagpur University, Nagpur, from 25-26 September, 1983. A number of other participants of the aforesaid seminar shared their views in this regard, gave their suggestions and agreed with the proposal. In the final recommendations of the seminar also, the establishment of such a national body was carried and forwarded to the Govt. of India for approval. With the
establishment of the proposed national body, it is expected that the status of librarianship as a profession in India will improve.

The investigator of this study hopes that if the shortcomings of the Indian library profession, listed in the preceding pages, are overcome, people with higher socio-economic background will adopt librarianship as their career. Consequently, their professional orientation will be "high". This would ultimately lead to improvement of librarianship as a profession in India.