CHAPTER I

INTRODUCTION: THE PROBLEM AND METHODOLOGY
CHAPTER-I

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Originally the term "profession" meant an acknowledgement or declaration and it referred to the vow taken by a monk. At that time religion was the only profession. The term comes from the word "Profess" which means to confess religious beliefs or conviction. A deeper root of the word relates to the word "Priest". Applying both ideas, it can be deduced that the oldest profession is "Priesthood", which claims the professed knowledge, power and ability to intercede between ordinary men and things and beings extraordinary or divine. Members of this group profess or attempt to do things for, with or to, ordinary men that they cannot do for themselves, or cannot do as well as the priest (Shaffer: 1968:18). The term still denotes a body of specialised knowledge and skills, although many more pre-requisites or characteristics have been added to it for defining a profession.

Emergence Of Sociology Of Professions:

The professions have long been prominent in the works of social theorists, but it is only recently that "Sociology of Professions" has emerged as a distinct sub-field in the discipline. Three major approaches have emerged: interactionist, structuralist, and class conflict. The first school of thought
was led by Everet C. Hughes at the University of Chicago. Here occupations are viewed as role performances that must be constantly re-examined because of the changing nature of situational environment of social interaction. Interactionists view a profession as a set of role relationships between expert and client. The expert provides skills in a service to a client and he returns equitable fee. The second major approach was led by Luy League school. Professions are viewed by this school as essentially stable institutions that reflect community values and goals. The professions are emphasised as functioning units that perform certain needed tasks for society. Most structuralists have approached the study of professions by, either explicitly or implicitly, constructing a continuum of the degree of professionalisation. Structuralists view professions as relatively stable communities. Its members have a sense of common identity, they have a permanent status, there is a common set of values and language, and the professional community has power over its members through recruitment and training. The third approach, the social class approach, is derived from Marxian premise. The exponent of this approach predict that the contradictions of capitalism will lead certain occupations to class formation and class action to transfer the capitalist mode of production.

What distinguishes sociology of profession from other allied fields is its pre-occupation with the professional perspective. Central to professional perspective is the
question of professional nature of an occupation. Professional perspective focuses on two aspects of an occupation—organisational and personal. In dealing with the organisational aspect it seeks to examine how an occupation organises and conducts itself as a profession, how it recruits personnel, how it trains and moulds them into professional frame, and how it regulates and controls them. In dealing with the personnel aspect it concentrates on how the personnel conduct themselves as professionals, how do they perceive and perform their professional roles, and how do they express their professional orientation (S.L. Sharma: 1981).

Given this clarification about the professional perspective, it should now be easy to differentiate sociology of professions from allied specialised fields of sociology. By way of an illustration, we may distinguish it from sociology of librarianship. Broadly speaking, sociology of librarianship deals with social context of information—from books, non-book material, electronic devices and total—as well as types of libraries—public, academic, special. In other words, it concentrates on the role of social factors in the collection, storage and dissemination of information. On the other hand, the professional perspective takes library profession as its primary object of study with focus on the professional organisation of libraries as well as the background, values and roles of library professionals, such as Librarians and Information Scientists.
Although the term profession was prevalent much earlier, the concept of sociology of profession came into being only during the second quarter of the twentieth century. The systematic researches on this field started only in the sixties, that too beginning from the western countries. In India some work has been done in a few specific professions, viz, Medical, Legal, Academic, Science, Engineering, Management, Social Work and Journalism. The first notable work dealing with rise of learned professions and the magnitude of professional classes in India was published by Misra in 1961.

**Characteristics Of A Profession**

A profession is neither a structure nor a state of mind. It is a social object. It is not the rules but the activity that gives the profession its social reality. Profession is a concept which is solely used to achieve the successful mystification of a class interest. A profession is a vocation founded upon a prolonged and specialised intellectual training which enables a particular service to be rendered.

According to Brandeis (1914), a profession is an occupation for which the necessary preliminary training is intellectual in character, involving knowledge and to some extent learning as distinguished from merely skill. Secondly, it is an occupation which is pursued largely for others and not merely for one's self. Thirdly, it is an occupation in which the amount of financial return is not the accepted measure of success.
Flexner (1915) has set six criteria for an occupation to be called a profession. According to him, professional activity is basically intellectual, carrying with it great responsibility; it was learned, being based on great knowledge and not merely routine; it was practical rather than academic or theoretical; its techniques could be taught, this being the basis of professional education, it was strongly organised internally, and it was motivated by altruism, the professional viewing themselves as working for some aspect of the good society. Parsons (1939, 1968) has also given almost similar characteristics of a profession.

A perusal of sociological literature available on the concept of "profession", particularly views of Brandeis (1914), Flexner (1915), Carr - Saunders & Wilson (1933), Parsons (1939, 1968), Barber (1963), Eisenstadt (1964), Shaffer (1968), Etzioni (1969), Jackson (1970), Durkheim (1975), Gyarmati (1975), Larson (1977), Illich (1977), Bhattacharyya (1979), and Chitnis (1979) identify the following core characteristics of a profession, which are most commonly accepted these days, throughout the world:

1. Specialised Knowledge (learning) and Skill (practice)
2. Research and continuous in-service updating of specialised knowledge
3. Intellectual activity
4. Social necessity
5. Service to the society rather than personal gains.
6. Recognition by public and status in the society.
7. Standardised terminology.
8. Closely knit professional organisation having an altruistic philosophy.
9. Stability of the profession through permanent membership (life career).
11. Autonomy of the profession.
12. Authority of the practitioners.

Theories Of Profession

In the existing conceptual literature, S.L. Sharma (1983 : 86) has brought out the following two theories of professions:

1. Profession as an occupation marked by the attributes of intellectual training, service orientation and a code of ethics for its practitioners;

2. Profession as an occupation defined by features of monopoly, autonomy and authority.

For the want of better terms, these may be labelled "service - centric" and "power - centric" conceptions, respectively. While the former is of European origin, the latter is derived largely from Latin American experience. The first conception is more or less idealistic as it emphasizes only the desirable dimensions of professions.
caring little for what happens in actual practice. The main exponents of this concept are Brandeis (1914), Flexner (1915), Barber (1963) and Larson (1977). The second conception is operational as it centres on the operative features of professions. The Scholars like Gyarmati (1975), Illich (1977), Bhattacharyya (1979) and others have noted the linkages between professions and the class and power structures. This is so particularly in the context of under-developed societies.

According to S.L. Sharma (1982), the above mentioned two theories are derived from the two prevailing perspectives of sociological theory - functional and conflict. The functional theory assumes that society has certain needs and that it develops certain institutional structures in order to fulfil such needs. Following this assumption, the functional perspective posits existence of functional linkage between professions and the society.

**Professional Characteristics Of Librarianship**

Libraries existed in the ancient and medieval days also but their role has now changed remarkably in the present context. In earlier days, the libraries had museum value and their holdings were meant only for the elite. But now libraries are agencies of mass communication and an important source of social emancipation. As a result of literature explosion and technological changes, the role of libraries has altogether changed. Sixty years ago, librarianship as a career in India was non-existent. Now it has emerged with its own fundamental
laws and methodology to meet the challenge of the ever changing
conditions and needs of the society and also of the rapid
changes taking place in the universe of knowledge. Hence the
concept of librarianship has changed tremendously due to the
demand of the society and enormous growth of communication
media.

Librarianship calls for a unique combination of various
types of academic attainments and personal qualities. A
librarian is an administrator without being any less a scholar.
He is a scientist without being any less a theoretician. He
is a lover of books and he is equally interested in people. He
is a scholar, practitioner and a person with an eye on the
technology, because all technological advances effect the
libraries and their social relevance. These complex qualities
call for a comprehensive training with the result that the
accomplishments of a librarian are often not easily understood.
The librarian of today is concerned not only with the collection,
preservation, analysis and storage of knowledge, but also with
documentation work and dissemination of information immediately
on demand. Consequently, it requires elaborate managerial
ability of a high order and meticulous devotion to details
involved in increasingly demanding and multi-faceted library
services. Librarianship of today is multi-disciplinary and
encompasses the various fields of human endeavour. It is made
of the people to whom collection, preservation, use and
transmission of knowledge are entrusted.
It is important to know the professional characteristics of librarianship. Over the years, there have been many learned disputes and conflicting views about the librarianship as a profession.

(a) Librarianship Is Not A Profession

Lancour (1962) says that of all the characteristics identified with professionalism which librarianship has been striving to attain, the one in which they have been least successful may be that of "Sanction of Community". Community sanction, of course, grows out of the community's acceptance of a profession's ability to demonstrate the other characteristics; its altruism, its possession of expertise in a special field of knowledge important to the community. Librarianship has not yet convinced the community at large that its services are necessary in the same way that Medicine has been able to do. Hughes (1963) is of the opinion that professionals profess to know better than their clients, which is lacking in the librarians. As such it is not a profession. Madden (1964) also shows his reservations in calling librarianship as a profession. His main objection is that membership of American library Association is open to any one interested in libraries, even if he is not a practising Librarian. He took a dim view and denied to librarianship any real sense of a calling. As quoted by Moon (1965), many older people, in librarianship have never considered it a profession. Similarly, Moore (1970) says that a qualified professional, in addition to
pre-requisite, is supposed to be an authority on his subject and an expert on its application to the solution of particular problems presented by clients. He finds this important characteristic missing in librarianship. Gwinup (1974) refers to "indispensibility" of librarians in the society and feels that this characteristic is missing in librarianship. Glazer (1974) and McPheron (1974) are also afraid of calling librarianship as a profession because, according to them, it does not fulfil most of the pre-requisites of a profession. Stockes (1976) feels that librarians normally do not possess specialised knowledge and skill in their field of knowledge. They are "Jack of all trades but master of none". As such they cannot be given the status of professionals. Erlich (1978) sees unprofessionalism in librarianship for want of authority, autonomy and high social status for the librarians. Flanagan (1978) also does not consider librarianship as a profession. He feels that there is too much professional rivalry amongst the librarians at all levels. This "enmity within" and "enmity without" are two major impediments to the development of librarianship as a profession. Even the International Encyclopedia of Social Sciences, edited by Sills (1968) does not include librarianship in its long list of professions.

(b) Librarianship Is An Emerging Profession

There is another group of sociologists and librarians who feel that librarianship is an emerging, marginal, growing
or developing profession and it has yet to acquire maturity as a profession in the real sense. Butler (1951) opines that librarianship is a growing profession although it has yet to possess most of the pre-requisites of a recognised profession. Greenwood (1957) feels the main feature of librarianship is commitment to the social welfare and it is public service oriented. According to him relationship of autonomy to authority is clear. In the field of technical competence, the professional has a monopoly of judgement. Thus the professional serves the clients, not customers. The client derives a sense of security from the professional’s assumption of authority, and concurs in surrendering to the professional judgement and prescription. But this is precisely what the librarian almost never does; he does not prescribe. He, therefore, feels that librarianship may never attain the true professional status, although it can be considered as a marginal profession. Goode (1961) also agrees with Greenwood in this respect. According to Rossi (1962) the characteristics of the intellectual occupations is that they add to the core of our culture rather than serve the fringes. Certainly librarians are the keepers of our culture and without them much that is central to our intellectual heritage would disappear in a welter of confusion. But it is the scientists, humanists, writers, and philosophers who add significant increments to our cultural heritage. Librarians share with teachers and advertising personnel the characteristics of being close to the intellectual life, but not in it to the same degree that are the creative professions. He, therefore, does not
term librarianship as a full-fledged profession. Barber (1963) and Blake (1965) see many shortcomings in the library profession and call librarians as amateur professionals. Shaffer (1968) feels that librarianship involves specialized training and skill but it has yet to acquire other characteristics of a profession. Consequently, it has yet to get maturity as a profession, although it is already on the way in this respect. Anwar (1973) studied the socio-economic background of the librarians in Pakistan and concluded that it is a newly emerging profession as it fulfills only some of the characteristics of a professions. Gillis (1976) also applies the characteristics of a profession to "librarianship" and terms it as an emerging profession. Similarly, Huq (1978) illustrated the library scene in Bangladesh and opined that librarianship is a developing profession.

(c) **Librarianship Is A Full-Fledged Profession**

At the same time there is no dearth of the scholars who are of the opinion that librarianship is a full-fledged profession like any other profession, such as Doctors (medical), Lawyers, Teachers, Engineers etc. Dewey (1876) was perhaps the first person who said, as early as in 1876, that "the time has atleast come when, librarian may, without assumption, speak of his occupation as a profession". His over-confidence reflects not only his personal self assurance, but the spirit of the time. Librarians began to be conscious of their status and their identity as a definable calling at the same time that practitioners in many other fields were doing. Interestingly,
the Brazilian Library Law No. 4084 of June 30, 1962, quoted in "Public Library Law: An International Survey" (Mittal: 1971) is revolutionary in many respects as it, beside other essential factors, designates librarianship as a profession and provides for its inclusion amongst other recognised professions in Brazil. Bundy & Wasserman (1968) are of the opinion that role of librarians in the society is very significant and they are professionals. According to them the professionals, by virtue of their training, experience & specialised knowledge, offer the client the counsel, service or prescription which they view to be appropriate. The professional's guidance may not always be followed but the judgment and recommendations of professionals are not open to question or debate by the layman. They are, therefore, of the opinion that librarians are professionals. Ghosh & Banerjee (1974: 233) are of the opinion that librarianship is a profession possessing all the characteristics of a profession. Edwards (1975) feels that it is too much to expect dedication, beyond the demand of duty, from the librarians. "Dedicated service" is spoken out of sheer love for the profession. If we really want to attract top-notch persons to the library profession, we must recognise publicly that adequate pay & personal advancement will do a great deal to attract the kind of persons we want. So far the theory is concerned the librarianship possesses all the characteristics of a profession and, as such, it is a profession. North (1977), has also termed librarianship as a profession without any doubts or reservations. Reeves (1981) has pointed out that it is only a conventional view to say that librarians are not
professionals. In the present time, the librarians are an absolute body of knowledge, possessing specialized knowledge and skill, and enjoying due status in the society. Reeves feels that librarians are professionals and the librarianship is a profession as it fulfills all the major characteristics of a profession. Asheim (1979) is of the opinion that librarianship is a full-fledged profession although it does not fulfill all the traditional professional standards. He feels that a new, more flexible set of professional standards will have to be formulated for the library profession. Birdsall (1980) also agrees with Asheim that professionalism in librarianship is being measured by outmoded models, which needs to be changed according to the environments.

**Study Of Professions In India**

A trend report on the "Study of Professions in India" by S.L. Sharma (1981) reveals that a few studies of some of the professions like Medicine, Law, Engineering, Social Work, Management, Teaching etc. have been made in India. Almost all of these studies have been made after 1960, particularly in seventies. These studies are mainly focused on socio-economic background of the professionals, their professional orientation, professional aspirations, work values, role performance, job satisfaction, organisational aspects of professional associations, attitude, professional - client relationship etc.
Some of the significant studies made in Medical profession are "Doctors in a north Indian city: recruitment, role perception and role performance", "Doctors in society: a case study of doctors in the All India Institute of Medical Research, Delhi" and "Doctors and the society". All these studies were made by Madan in 1972, 1977 and 1979, respectively. Rao's studies on "Work value patterns of Indian medical students" (1974), and "Career decision by medical students: a profile from India" (1976) are also important. Srivastava studied during 1975 "Doctors' attitude towards medical profession" and "Impersonality in the hospitals: a sociological study based on the attitude of doctors - patients and intermediary staff". Chandani (1977) made a sociological study of the doctors of Jodhpur City, which is her Ph.D. thesis submitted to the University of Jodhpur.

In the Legal profession also quite a few studies have been made in India. Khanna (1971) studied the social relevance of legal profession, while Yogindra Singh (1973) made a survey of legal system, legislation and social change in India. Gajendragadkar made a study of "Law, lawyers and social change" in 1976. Another important study entitled "Lawyers and touts" was made by Gandhi (1982) in which he covered lawyers at a district court. It is his Ph.D. thesis submitted to Jawaharlal Nehru University, Delhi during 1978.
Teaching profession has also been studied by a few scholars in India. Aurora studied, during 1968, "Teachers as professional groups and their organisations". Chitnis (1973) studied "teachers' role in the college system" which is her Ph.D. thesis submitted to Tata Institute of Social Sciences, Bombay. Similarly, in the field of Science and technology, the studies worth mentioning are: "Science community in India" by Aurora; and "Opinion survey of scientists and technologists" by Ahmad, during 1967.

In the field of Management, we can mention the studies made by Gupta and Jaggi (1977 & 1978). They have studied "Professionalising management of business in India" and "Management leadership styles in Indian work organisation" in 1977 and 1978, respectively. Similarly, in the field of journalism, Azmi studied, in 1977, as to how far is Journalism a profession. Thakur studied "Academic background of Punjab journalists" (1971) and "Is professionalism in journalism a myth" (1977). A few studies have been made in "Social Work" as a profession. Gore studied "Social work and social education in India" (1965 & 1977) while Nagpaul (1972) studied "Social work as a profession in India". From the above it is clear that only some aspects of these professions have been studied in India. Many other aspects are missing. But not a single systematic study has so far been made on the Library Profession in India.
Study Of Librarianship As A Profession

A few studies on various aspects of librarianship as a profession have been made in western countries, of which the work of Douglas (1957) is significant. He studied personality of the librarians in U.S.A., which is a Ph.D. thesis submitted to the University of Chicago. Shaffer (1968) studied the maturity of librarianship as a profession in U.S.A. Another significant study made in U.S.A. is by Debons and others (1981) wherein they have studied Information professionals and termed "Information Science" as an emerging profession.

In U.K. also, quite a few studies have been made in this respect. To mention a few, Haslam (1972) studied the manpower development in the library profession, while Saunders (1975) studied the specialised training aspect of librarianship. Perhaps the most important study made in U.K. is by Sergean (1976) in which he studied the job characteristics and staff needs of librarianship and information work.

Turning to Asian region, only two important studies can be mentioned. One is by Huq (1978) in which he studied the "Librarianship as a profession and need of library planning in Bangladesh". The second significant study has been made by Anwar (1973) in Pakistan. His work entitled "Career of the Pakistani librarian : a study of socio-economic background, influences in vocational choice and appraisal of librarianship in Pakistan" is a Ph.D. thesis submitted to the Pittsburg University.
Indian Scene

So far, librarianship as a profession in India is concerned, there are not too many works on the subject but some occasional papers have appeared in professional journals. Most of the literature was published after 1960, excepting a few ideas given by Ranganathan. The first systematic approach to librarianship in India can be dated to the five laws of Library Science which can be said to enshrine the philosophy of the profession and its practice. They are enumerated as (1) Books are for use; (2) Every reader his/her book; (3) Every book its reader; (4) Save the time of the reader; and (5) Library is a growing organism (Ranganathan: 1931). In fact these laws became a starting point of all discussions in librarianship in India and abroad. The only substitution made by Ranganathan was "document" for "book", which seemed more comprehensive.

But his writings about the emergence of library profession in India appeared in 1963, which is quite significant. He also discussed status and role of library professionals (1964 & 1966). It was due to his efforts that the Govt. of India accepted the recommendations made in the "U.G.C. Committee on University and College Libraries" (1965) in computing the work flow chart. Ranganathan was always worried about the social functions of the librarians and their status in the society. His paper entitled "Is there a library profession" (1968) is significant in which he measured the Indian Library
profession with the criteria given by the sociologists of Professions. It was due to his contribution and untiring efforts that librarianship was considered as one of the professions in India. Recognising the basic criteria of high intellectual training and skill, Post-graduate University level courses, as in other older professions, were started with his efforts. He introduced advanced specialised course in documentation (Information Science) in Indian National Scientific Documentation Centre, Delhi and Documentation Research and Training Centre, Bangalore.

Ranganathan, throughout his career as a library professional worked very hard for standardising library practice; for establishing various professional library associations at national, state and local levels; and making the profession sensitive about the low standards, poor performance and indifferent handling of clientele. He always protested against the lack of recognition for the profession and it is due to his efforts that librarians were socially recognised as on a par with the teachers. That is why he is called the "Father of Library Movement in India". Unfortunately, after the death of Ranganathan, the Govt. of India withdrew the Faculty status granted to librarians, which was a setback to the library profession in India. This parity of librarians with teachers in the status and pay-scales etc. has recently been restored by the Govt.of India, with effect from April 1, 1980, vide its circular letter No. F.2-1/82-U.I., dated December 15, 1982 (Appendix "F").
The professionalism of Ranganathan has been evaluated by Bhattacharyya (1979). He has defined a profession and termed librarianship as a profession. Recently (1981) he has analysed the need of manpower development for library profession. Persons like Kohli (1961) and Kulkarni (1962) have called librarianship as a thankless job. Trehan (1950), Kaula (1958) and Mittal (1971) have stressed the need for library legislation in all the states of India, in order to achieve the desired results expected from a profession. Need for professional organisations at various levels in India has been discussed by J.S. Sharma (1966), Kaula (1966), Mangla (1981), Isaac (1981) and Anand (1983). Much has been written on the status and role performance of librarians in India, especially by Raghav (1962), Gidwani (1966), Ohdedar (1969), J.S. Sharma (1969) and Girja Kumar (1976). Evolution of library profession in India has been traced by Gopinath (1967), while persons like Bhardwaj (1967), Chakravarty (1968) and Setty (1977) have discussed the nature of librarianship as a profession in India, in general. Bhargava (1969) has pointed out the weaknesses in the library profession in India and given viable suggestions to improve them. Anand & others (1982) have studied the career opportunities and prospects for library and Information Science personnel in India, which is based on the data for the years 1979-80, collected from 551 advertisements appeared in 3 national dailies. They have also written on continuing Library Science education in the 1980's; need for rationalization of certain categories of university library staff; and library
movement in India, in general. Singh (1982) has applied the characteristics of a profession to Indian librarianship and concluded that no body can deny the high calling of librarianship the title of a profession.

An All India Symposium on "Library Profession in India: Its Status and Responsibilities" was organised by the Indian Association of Special Libraries and Information Centres (IASLIC), from 27-31 October, 1969 in the S.N.D.T. Women's University, Bombay. Almost all the papers presented in the symposium were based either on historical data or observations and experiences of the practising librarians. Not a single paper was based on any study made on any aspect of librarianship as a professional category. The participants stressed the need to improve the library services, keeping in view the changing need of the society, in order to get due status and recognition in the society.

Thus, in the available literature, there is only background material, suggestions, observations and conceptual discussions. There is a singular absence of any field data based conclusions which could give an objective and authentic study. The element of subjectivity in the literature surveyed above makes categorical statements virtually impossible. Neither are they imaginatively conceived nor neatly executed. On conceptual front, they betray a tendency of loose thinking and poor operationalization. This speaks volumes of the
indifference of sociologists to the study of library profession and also of the apathy of librarians in India towards empirical research.

**Objectives Of The Study**

Librarianship as a profession cannot be understood properly without a serious consideration of the socio-economic background and professional orientation of the personnel manning the libraries. Literature reviewed in the preceding pages reveals that a few studies on the subject have been made in other countries. But not a single systematic study has so far been made to assess the professional characteristics of librarianship in India. No data is available to determine librarianship as a profession in Indian situation. The present study aims at filling this gap. The principal 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 influential professional associations, viz:

a) Indian Library Association (ILA);

b) Indian Association of Special Libraries and Information Centres (IASLIC); and

c) Delhi Library Association (DLA).
Hypotheses

In order to attain the above mentioned objectives, the following hypotheses will be tested in this study:

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

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

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

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

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

6. Librarians with an urban background are likely to be more professionally oriented as compared to those with rural background.
7. Librarians possessing higher professional qualifications or specialised training in the profession are likely to be more professionally oriented as compared to those possessing lower professional qualifications.

8. Librarians working in Academic libraries and Special libraries are likely to be more professionally oriented as compared to their counterparts working in the Public libraries.

9. Librarians with better socio-economic background are likely to be more professionally oriented.

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

Universe Of Study

For the purpose of present study, the universe selected is Delhi, including New Delhi and its sub-urban area. The main reasons for selecting this area are three-fold. Firstly, it is the largest city (spread in 1485 Square Kilometres) situated nearest to Chandigarh, the place of residence and service of
the investigator. Secondly, it is the capital of India and cosmopolitan in character, in which people from all parts of the country, from all walks of life, belonging to all levels of the society and also from all religions, castes & creed, have been residing. Thirdly, there are about 340 libraries in Delhi, in which more than one thousand librarians have been practising. Moreover, there are all types of libraries, viz., public libraries, academic libraries (attached to Colleges & universities) and special libraries (attached to the Govt. departments, Commercial organisations, Industries, Research & Development units and Scientific & Technical institutions). The largest public library in India i.e. "Delhi Public Library" is in Delhi which was started as a pilot project with the financial assistance from Unesco. There are as many as 6 universities or "deemed to be universities", namely, University of Delhi, Jawaharlal Nehru University, Jamia Millia Islamia University, Indian Institute of Technology, Indian Institute of Mass Communication, Indian Institute of Public Administration. There are about 100 colleges equipped with excellent libraries. Similarly, some other institutions and organisations of national importance are also housed in Delhi. To name a few, we can mention Indian National Scientific Documentation Centre (InSDOC); National Physical Laboratory (NPL); Defence Scientific Information and Documentation Centre (DSIDOC); National Science Library (NSL); Central Road Research Institute (CRRI); Central Secretariat; Govt. Departments, Supreme Court of India; Delhi High Court; Parliament of India; Indian Council.
out of it"? Another librarian, on being asked about his caste and religion, commented, "I don't believe in any caste. I am Muslim by religion, but are you going to conclude that a religion effects the profession"? Even many respondents, belonging to Scheduled-castes, gave wrong information due to some complex. The reality was revealed by their colleagues and it was corrected by the investigator accordingly.

In many cases, the respondents had to be contacted at their residences, after the library hours which was a very difficult job. To find out their residential addresses, to reach there, and to persuade them to cooperate the investigator was really irritating. On certain days, only 2 or 3 persons could be interviewed. On one occasion, a few respondents (who had already been selected as per procedure explained earlier) were interviewed in the train when they were travelling in the first class compartment for going to attend an All India Library Conference involving two days' journey, and the investigator also happened to be in the same compartment and going to the same destination. In a few other cases, the lady librarians were knitting sweaters while standing in the sump (during winter season) within the library premises, but they did not oblige the investigator on the pretex that they were busy. In still another case, one of the respondents could be interviewed only on fourth attempt as he was "busy". Since the visiting hours in the Govt. Departments are fixed, many times the investigator had to make futile efforts and try
the next day. Different timings and holidays (especially on Saturdays) observed by different libraries was another problem very often faced by the investigator.

Many a times, the investigator of this study had to commute two or three buses in order to reach a destination. There is so much rush in the local public transport in Delhi that the bus drivers stop the bus at the stoppage only for a few seconds and again start it, giving little time to the passengers to get down or to board the bus. In one of the similar situations, the investigator, while boarding the local bus, fell down and sprained his foot. Consequently, he was confined to bed for about a week.

At the same time, the investigator came across some good experiences too. Very often he was offered hospitality by the respondents and was treated very cordially. One of the very senior librarians was so much fascinated by the topic of the present research work that he invited and took the investigator to his residence in the late evening and discussed the professional matters over dinner. In another similar case, one of the Office Bearers of 'Govt. of India Librarians Association' (GILA) appreciated the topic of the present study so much that he recommended to all the members of the said association, in a gathering of the association, to cooperate the investigator whole-heartedly. Subsequently, the cooperation from this group of librarians was forthcoming.
Thus, the field work experiences of the investigator of this study were of mixed reaction.

**Design Of The Chapters**

This work has been divided into eight chapters. Chapter I includes the introduction, covering the problem and methodology. It traces the origin of the term "Profession"; emergence of sociology of professions; characteristics of a profession; theories of profession; professional characteristics of librarianship; study of professions in India; and study of librarianship as a profession India & abroad. It also includes the objectives of the study, hypotheses, universe of study, sampling, tools & techniques; variables; and field work experiences of the investigator of this study.

Chapter II traces the history of libraries, librarianship and library science education in India, with emphasis on emergence of librarianship as a profession in India.

Chapter III analyses the socio-economic background of librarians working in different types of libraries in Delhi, on the basis of data collected through "Interview Schedule".

Chapter IV deals with professional status and roles. It also includes motivation for choosing librarianship as a career; educational qualifications; pay-scales, designations; job-assignment; specialization; professional activities; social status; and job satisfaction of the librarians.
Chapter V assesses the professional orientation of librarians working in Delhi. Rating has been done with the help of "Index of Professional Orientation". It has also been studied here as to what is their attitude towards library profession and in what sense they consider librarianship as a profession.

Chapter VI highlights the bearing of socio-economic background on professional orientation. Various dependent and independent variables have been co-related to bring out the factors effecting the professional orientation of librarians.

Chapter VII discusses the role of library associations to attain better professional status in India. The structure, activities and achievements of three major and influential library associations, viz., Indian Library Association (ILA); Indian Association of Special Libraries and Information Centres (IASLIC); and Delhi Library Association (DLA) have been analysed. An attempt has been made to ascertain whether these library associations are functioning merely as "Trade Unions" or as "Professional Associations" in the real sense.

Chapter VIII includes the summary, conclusion, and reflections of the present study.
Seven Appendices have been annexed at the end. Appendix "A" is the "Interview Schedule", while Appendix "B" is "Index Of Professional Orientation" used for collecting data for the present study. Appendix "C" is the alphabetical list of libraries in Delhi, whereas Appendix "D" is the list of libraries and documentation centres in India which were consulted by the investigator of this study for literature searching. Appendix "E" is the list of library & Information Science Schools in India. Appendix "F" is a copy of the recent circular letter No. F.2-1/82-U.I., dated 15th December, 1982 issued by the Ministry of Education and Culture, Govt. of India, restoring the Faculty status and parity in pay-scales to the librarians working in academic libraries, while Appendix "G" is a list of important library associations of international, national, regional and state level.

A comprehensive bibliography, listing alphabetically, about 500 references from books and periodical articles, has been provided at the end. These sources have been consulted by the investigator of this study. This bibliography can be useful for reference and also for further studies on the subject. For listing of references and compilation of bibliography, the practice followed by Social Scientists, particularly the pattern followed in the 'International Encyclopedia of Social Sciences' edited by Sills (1968) has been adopted. Author's name is followed by year of publication of the work within circular brackets. In case there are more than one entries
by a particular author, these are arranged chronologically, rather than alphabetically by title. The entries are self-explanatory. For the purpose of compilation of bibliography, local variation (as per instructions and guidelines given by the supervisors of the investigator) have been adopted. Care has been taken to maintain uniformity throughout the listing of the bibliography. The references within the text of this study have also been given, indicating the name of the author of the work, followed by the year of publication and the particular pages, if any, within parenthesis.