Chapter 4

PROFESSIONAL LIBRARY MANPOWER IN KERALA

4.1 Introduction

Kerala emerged as the fourteenth state on the recognition of Indian states on linguistic basis in 1956. It occupies a unique position in achieving the highest literacy rate and in being the forefront of female literacy. In 2001 census, the total literacy rate of the state is 90.92 with a break up of 94.20 for male and 87.86 for female against an all India average of 65.38, 75.85 and 54.16 respectively (Census of India, 2001). The Human Development Index (HDI) of Kerala is the highest among the Indian states, despite the low per capita income (State Resource Centre, Kerala, 2002). This can be attributed mainly to the high literacy rate of the state.

The development of libraries and spread of education are concomitant. People of all walks of life like politicians, technicians, professionals and administrators require information for the discharge of their duties. An efficient library system can be a solution to meet the information needs of the society. Khanna (1987) aptly says that "Library is the product of our cultural maturation. It is essentially a response to the total communication patterns of modern society". It plays constructive role in the fulfillment of our aspirations and programmes for formal and adult education, research and development and industrialization. For successful functioning and performance of its manifold duties, libraries require personnel with a high degree of technical skill, intelligence, imagination, efficiency and understanding. They are therefore to be not only professionally qualified, competent and efficient but also to be lively, active, contended and well satisfied with their job. An attempt is made in this chapter to highlight the professional library manpower situation in Kerala: past and present. To achieve better understanding and clarity of
the manpower situation it is to have an overview of the library situation in Kerala.

4.2 Library situation in Kerala

Kerala has a rich tradition of libraries. There are public libraries, academic libraries and special libraries including government department libraries. Each of these libraries has its own distinctive functions.

4.2.1 Public Libraries

Public libraries in Kerala had its origin in the first half of the nineteenth century (Varghese, 1976). The factors instrumental for the establishment of these libraries are the spread of education, adult education movement, the social reforms movement, the emergence of political parties and the national freedom movement. Kerala has a glorious past in the field of public library movements. The library movement, which originated during the freedom struggle laid sound foundation for the development of public libraries. The library movement which spread out its wings throughout Kerala under the able and dedicated leadership of Padmasree P. N. Panickar turned out to be the harbinger of the literacy movement in Kerala.

Public library movement in Kerala started as early as 1829 with the establishment of Trivandrum Public Library which was founded by Col. Edward Codgan the then Britain's Resident in Travancore during the reign of King Swathi Thirunal (John, 1979). This was followed by the opening of the few major libraries like the Ernakulam Public Library in 1869, the Trichur Public Library in 1873, Kottayam Public Library in 1881, Tellichery in 1901, Calicut in 1924 and at Kannur in 1927. The late 19th century showed the establishment of many more libraries in erstwhile states of Travancore, Cochin and Malabar areas.

The origin of some important public libraries in the early 20th century had also accelerated the public library movement in the state. It was in the year 1910 Jnana Pradayini Library at Neyyattinkara,
Trivandrum and the Mundercavu Sankaravilasom Library, Chengannur were established. In 1913 Sree Chithirathirunal Library at Trivandrum was started.

The Malabar Vayansala Sangham was formed in 1937. It has contributed in a big way for the growth of public libraries in Kerala especially in the Malabar area. In 1943 this was registered as Kerala Granthalaya Sanghom. This Sanghom was merged with the Kerala Granthasala Sangham in 1957 (Devarajan, 1990).

In 1945, All Travancore Granthasala Sangham, which covered the whole of Kerala under the jurisdiction was registered under the Companies Act. The Sangham started the pioneering efforts of promoting the cultural interests of the people of Kerala through the effective medium of public libraries. When state of Kerala was formed in 1956 it took the name as Kerala Granthasala Sangham. In 1977 the democratic set up in the administration of the Sangham was disrupted due to the taking over of the Sangham by the Government and is being run under a Control Board. The Sangham has been successful in its efforts to establish more libraries since independence. After library legislation, in 1994, it took the present shape as Kerala State Library Council. There are now about 6615 public libraries in Kerala affiliated to the Council.

In Kerala, Municipalities and Panchayats run their own libraries in order to cater the demands of the respective population. These libraries are also affiliated to the Council. Among the libraries at the district level, Trivandrum Public Library, Ernakulam Public Library, Kottayam Public Library, Quilon Public Library and Research Centre, Trichur Public Library and Kozhikode Public Library are good subscription libraries. Trivandrum Public Library has been renamed as the State Central Library and the State Librarian is in-charge of it (Rajam, 1990).

Though the public libraries have limitations in collection, modern facilities, finance and services, they are playing a very significant role in socio-cultural transformation of the people of the state. The Kerala State
Library Council took up the leadership of the library movement. The successive democratic governments too keen interest in this movement and passed the Kerala Public Libraries Act in 1989. Though some noticeable progress has been made in this field there are some defects still hampering the smooth functioning of the public library system. This is mainly due to the lack of efficient public library management.

4.2.2 Academic Libraries

Academic libraries constitute libraries of schools, colleges, universities and similar educational institutions, which cater to the needs of different levels of academic community and supplement academic institution. They play an important role in the dissemination of knowledge.

4.2.2.1 School Libraries

The purpose of school library is to attain the objectives and motives of educational programme. It is concerned with the development of thinking capacity and intellectual growth. The Secondary Education Commission (1953) says: "Library is the hub and centre of the intellectual activity in the literary life of the recognized school and play the same part, viz., as the laboratory plays for the science subjects or the workshop for technical subjects".

In Kerala there are 1565 higher secondary schools, 2774 high schools, 3061 upper primary schools and 6805 lower primary schools, 483 CBSE schools, 78 ICSE schools, 26 Kendriya Vidyalayas, 13 Jawahar Navodaya Vidyalayas (www.keralaeducation.com). All higher secondary schools, high schools and upper primary schools in Kerala have libraries. Many of the school libraries are not functioning in the best interests of pupils. Conditions of libraries are not very encouraging in our newly opened higher secondary schools. There are no library facilities in the lower primary schools. On the initiative of the headmaster and teachers small collections of children's books are kept and circulated to the pupils, occasionally (Manju, 1998). In the absence of a qualified full time librarian
a teacher is entrusted with the charge of the school library. He functions under the control of the headmaster.

Besides the general libraries, class room libraries in charge of class teachers are functioning in some schools, particularly in Christian mission schools and Kendriya Vidyalayas.

The school library collection is not properly classified and catalogued due to the absence of a qualified librarian. It is seen that no attempt is made to draw the attention of the students to the useful library books. In class timetable no period is provided for library works. But in Kendriya Vidyalayas two periods are allotted for each class, form II standard to XII standard. Class libraries are functioning in all schools upto VII to VIII standard (Surendran, 2001).

There are very few schools that have well equipped libraries. There are 26 Kendriya Vidyalayas, 13 Navodaya schools and one Sainik school in the state. All maintain good libraries. More than 150 unaided central schools, which are affiliated to Central Board of Secondary Education (CBSE) also have libraries. Most of the schools run by the private agencies particularly Christian Missionaries are also having good libraries.

Even 52 years after the publication of the valuable report of the Secondary Education Commission (1954), it is painful to see that the condition of school libraries in the country remain almost the same. The situation in Kerala where literacy is high is also not very much different from the national scene. At present, the entire school library system in the state is far from satisfactory.

4.2.2.2 College Libraries

College libraries in Kerala is subjected to a detailed study in chapter 3 of this study.

4.2.2.3 University Libraries

The concept of the library as the heart of the university, the sun around which teaching and research revolve is widely hailed. The function
of a university library is to help those who are interested in higher education and to those who are doing research for the advancement of their knowledge and society. A University library system has to shoulder various responsibilities keeping in view the objectives of higher education. A well established library with all round and up to date data collection suitable for study and research is indispensable for modern higher education, because in one way or the other, university libraries have proved to be significant partners in the development of scholarship and they become over the years, enriched in higher education with all its diversities and establishments.

In Kerala there are seven universities that manage higher education. They are University of Kerala, Trivandrum; University of Calicut, Kozhikode ; Cochin University of Science and Technology, Kochi; Kerala Agricultural University, Thrissur; Mahatma Gandhi University, Kottayam; Sree Sankaracharya University of Sanskrit, Kalady; Kannur University, Kannur which were established in 1937, 1968, 1971, 1972, 1983, 1993 and 1996 respectively. All the universities have established good library system.

Kerala University Library was established as the Travancore University Library in 1942. The University library has a collection of 293486 books and 477 periodicals. It has a special collection on Kerala Studies and recognized depository for United Nations and World Bank publications. On line search facilities are available. University has a Campus Library at Kariavattom, 3 Study Centre Libraries and 41 departmental libraries attached to various teaching departments including the Manuscripts Library.

Calicut University Library was established in 1970. Apart from the University Library, the various teaching departments also maintain their own libraries. The central library is equipped with IT facilities.

Cochin University Library started functioning in 1977. The libraries attached to the five post graduate departments initially constituted the
Cochin University Library System. The library presently forms information centre for 26 active departments. Each department has its own library. The Cochin University Library functions as a central agency for meeting the information requirements of the academic community.

Mahatma Gandhi University Library started functioning soon after the establishment of the University. It has 26 teaching departments and three study centres with library facilities. It was the first University Library to start on-line information retrieval and CD-ROM search facility (Unnikrishnan, 1977). The library offers all kinds of IT services.

Kerala Agricultural University Library system consists of a Central Library at Vellanikkara, Thrissur and ten constituent college libraries. The central library came into being in 1955 is equipped with all modern IT facilities and hardware built up to link the ten college libraries and national library network to facilitate electronic access.

Sree Sankracharya University of Sanskrit has a central library at Kalady, Ernakulam district. The University has 10 regional centres located mainly in rural areas with library facilities.

Kannur University has a central library and 17 department libraries. Library facility is also provided though its regional centres.

The University libraries are in the process of transition for the second time. First time with the enhancement of collections with University Grants Commission's (UGC) assistance and second time with the application of IT to modernize the services.

4.2.3 Special Libraries

Special Libraries began to emerge and develop in the beginning of the twentieth century in response to the increased tempo of industrial, scientific and technological advances. Special library exists to serve the personnel of the parent body and caters to their information needs. So much important is its information function and hence called "Information Bureau". "Special library comprises three basic element i.e. special
readers, special collections and special location" (Khanna, 1987, p.8). Two major factors distinguish special libraries from other libraries. First special libraries place a heavy emphasis on custom tailored service to their clientele. Second special libraries generally have under a pressure to provide high level service with limited resources (Jacob, 1981).

The special libraries in Kerala can be broadly classified into Research libraries, Research and training institute libraries, business and industrial libraries and Government department libraries.

4.2.3.1 Research Libraries

These are libraries attached to research institutions and their primary purpose is to give information support to research activities. The research libraries can be further divided into science libraries and social science libraries.

4.2.3.1.1 Scientific Research Libraries

Though the first scientific institution in Travancore was the observatory at Thiruvananthapuram established in 1837, it was not having a library at that time. The Central Research Institute which came up in 1940 for research in Chemistry and allied fields was attached to University of Travancore. Two scientific institutions that got established in 1940s were Central Marine Fisheries Research Institute (CMFRI), Kochi (1947) and the present Central Plantation Crops Research Institute (CPCRI) Regional Centre, Kayamkulam (1948). CMFRI has developed a very good library over the years, where as the second one has a small library. But CPCRI, Kasargod developed a very good library.

After independence, there was spirit in the growth of research institutions. The institutions that came up during 1950s are Naval Physical Oceanographic Laboratory (NPOL), Kochi (1952), Rubber Research Institute of India (RRII), Kottayam (1955). Some more important institutions are Central Institute of Fisheries Technology (CIFT), Kochi (1957); Central Tuber Crops Research Institute (CTCRI), Thiruvananthapuram (1963); Vikram Sarabhai Space Centre (VSSC),
(1963), Electronic Research and Development Centre (ER& DC), Thiruvananthapuram (1973); Kerala Forest Research Institute (KFRI), Peechi (1975); Regional Research Laboratory (RRL), Thiruvananthapuram (1975); Sree Chitra Thirunal Institute of Medical Sciences and Technology (SCTIMST), Thiruvananthapuram (1975); Centre for Water Resources Development and Management (CWRDM), Kozhikode (1978); Centre for Earth Sciences Studies (CESS), Thiruvananthapuram (1978); Tropical Botanic Garden & Research Institute (TBGRI), Plaode (1979); Regional Cancer Centre (RCC), Thiruvananthapuram, etc. The latest in the series are the libraries attached to Centre for Development of Imaging Technology (C-DIT), State Nirmithi Kendra and Software Technology Park at Thiruvananthapuram. All these have good libraries, and VSSC library has emerged as the biggest special library in the state (Vijayakumar, 2001).

4.2.3.1.2 Social Science Research Libraries

Before 1970s Social Science Research was mostly confined to University departments. This was diversified with the establishment of Centre for Development Studies (CDS), Thiruvananthapuram (1971). In 1976, one more centre with the name Indian Institute of Regional Development Studies (IIRDS) came up in Kottayam. The International School of Dravidian Linguistics, at present functioning at Thumba, Thiruvananthapuram started functioning in 1977. The Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Scheduled Tribes (KIRTADS) at Kozhikode (1978) also maintains a good library. With the merger of the library of the former Indian School of Social Sciences, the library of the AKG centre, Thiruvananthapuram (1978) was emerged as one of the richest collections in Social Sciences.

4.2.3.2 Research and Training Institutes Libraries

The tendency to start research and training centres appeared in 1970s. They were established mainly with the purpose of imparting special training programme in the area concerned and for undertaking
consultancy services. The important centres belonging to this category are Centre for Management Development (CMD), Thiruvananthapuram (1979); the Kerala Press Academy, Ernakulam; the Institute of Management in Government (IMG), Thiruvananthapuram (1981) and the Kerala Institute for Local Administration (KILA), Thrissur. All these training centres have developed sophisticated library facilities.

4.2.3.3 Business and Industrial Libraries

Industrial establishments began to crop up in Travancore in 1930s. But the small industries were not having library support. One of the first industrial establishments to have a full-fledged library and documentation centre was FACT, Ernakulam. Now, it is known as FEDO Documentation Centre (1964). This was followed by an array of major industries like HMT, Kalamassery (1966), Cochin Shipyard, Cochin Refineries Ltd, etc. All these are supported by libraries. Other industrial establishments maintain good libraries are Indian Telephone Industries, Palakkad; Hindustan Newsprint Project, Velloor; Marine Product Export Development Authority (MPEDA), Kochi; The Kerala State Industrial Development Corporation (KSIDC), Thiruvananthapuram (1961); Kerala State Industrial Enterprises, Thiruvananthapuram (1973); Spices Board, Coir Board, Kerala Metals and Minerals Limited (KMML), Kollam etc.

4.2.3.4 Government Department Libraries

Even before the formation of the Kerala State, there were Government department Libraries. The Travancore Legislature Assembly Library was established in 1921 and the Travancore Broadcasting Library came into being in 1943. Libraries which were born in 1950s include the one at Public Relations Department, Public Service Commission, Department of Forests and Kerala State Electricity Board. The library of the Kerala High Court started at Ernakulam on the event of the formation of the state. Government Department Libraries recorded maximum growth in number in the 1960s. Hemachandran Nair (1995) who made a study of department libraries has identified as many as thirteen libraries as
belonging to that decade. The State Committee on Science, Technology and Environment also began to build a library. The department libraries which started in 1980s are that of the Central Administrative Tribunel, Ernakulam; Department of Archives, Kerala State Film Development Corporation (KSFDC) and that of Dooradarshshan Kendra, Thiruvananthapuram. KSFDC is developing as one of the biggest video archives in India. It is estimated that the number of Government Department Libraries came to 50.

4.2.3.5 Newspaper Libraries

The newspaper libraries in Kerala are fairly well developed. Libraries of the prominent Malayalam dailies like Malayala Manorama, Kottayam; Mathrubhoomi, Kozhikode; Kerala Kaumudi, Thiruvananthapuram; Deepika, Kottayam, etc. are well equipped. The Kochi edition of Indian Express also maintain a good library at Kaloor.

Studies reveal that special library situation in Kerala is comparatively better than that of public and academic libraries. Among special libraries, Science and Technology Libraries constitute the major bulk of special libraries in Kerala. There are about 100 special libraries in Kerala. These libraries are functioning under Central Government, State Government, Autonomous bodies or private agencies. A vast majority of special libraries were established after independence.

4.3 Professional Manpower in the past

Qualified librarians who were working in Kerala before 1960 were people who had their professional education outside Kerala or abroad. Universities of Madras, Banaras, Bombay and Delhi were running post-graduate level Degree/Diploma in librarianship. Kerala had during this period many major libraries worth mentioning viz. the Trivandrum Public Library, the Kerala University Library, the Legislature Library, all in Trivandrum, the Kottayam Public Library, the Ernakulam Public Library, the Trichur Public Library, the District Central Library, Kozhikode and the libraries attached to major private colleges like C.M.S. College, Kottayam;
St. Berchman's College Changanacherry; U.C.College, Alwaye; Malabar Christian College, Kozhikode and Government Law College, Trivandrum; Maharaja's College, Ernakulam; Government Victoria College, Palakkad; and Government Brennen College, Tellicherry. Although these libraries were endowed with large collections of books, their management was often vested in persons who did not have professional qualifications of a high order as are prescribed now. Qualified librarians were then largely holders of Certificate in Library Science awarded by the Madras University. Those having post graduate diploma in librarianship which is equivalent to the present B.L.I.Sc. (earlier B.Lib.Sc.) degree were very few before 1960 (Varghese, 1991).

Two noticeable cases were that of the late M.M. John, former librarian of the Trivandrum Public Library who had taken an M.S. Degree in Library Science from the United States and A.K. Joseph former librarian of the Trivandrum Public Library who had taken a Diploma in Library Science from Madras University (Issac, 2000).

The dearth of qualified librarians in the state during this period was mainly due to the lack of conviction in the authorities about the need for any professional qualifications for those who man libraries. But development elsewhere in the country in the fields of library service and library science education, particularly in the neighbouring state of Madras had their influences on some of the educationalists and academicians in Kerala who were motivated to promote better libraries and library service by starting appropriate training programmes for librarians. It was this motivation that led to the starting of the Bachelor of Library Science Degree Course in the University of Kerala in 1961. This was a postgraduate course having a duration of one academic year with updated syllabus and teaching methods. Admission being strictly based on academic qualifications, there was so much rush to this course as only graduates with high second class or first class could get admitted. As both the faculty and the students continued to be outstanding in quality and
commitment, the products of the Kerala University have been well accepted wherever they happened to work.

The starting of the B.Lib.Sc. programme in Kerala University coincided with the national level acceptance of certain minimum professional qualifications for the various library positions in academic libraries and introduction of scales of pay and status to library personnel in colleges and universities corresponding to teachers in different levels. Further in 1971, the State Government also fixed minimum professional qualifications for various library positions and created a common-pool of librarians in State Government Service. These and other reasons increased the demand for qualified librarians in Kerala and no wonder; the University of Calicut also launched its B.Lib.Sc. degree programme in 1978. It is appropriate in this context to have a brief discussion of the professional library science education in Kerala.

4.3.1 Library and Information Science education in Kerala

Library Science education in Kerala is relatively of recent origin when compared to other disciplines. It was started only in the second half of the 20th century. Till then personnel required for various libraries in Kerala were either persons without training or who underwent training in other states in India and abroad. But during 1950s the need for qualified manpower increased in the various types of libraries.

Although there had been general acceptance of the need for specially trained people to manage libraries, the need for the library professionals was more recognized in academic and special libraries. With the development of newer technologies and availability of more information sources in diverse media, organization of library and services became more complex and even the public library sector recognized the need for professional librarians for managing public libraries effectively.

There are three universities in Kerala Viz. Kerala, Calicut and Mahatma Gandhi University, which conduct both Bachelor's and Master's Degree programmes in Library and Information Science. In addition to
this, seven colleges viz. Farook College, Kozhikode; Majlis College, Malappuram (both are affiliated to the Calicut University). St. Berchman's College, Changanacherry; Presentation College, Ernakulam; Ettumanoorappan College, Kottayam; Rajagiri College, Kalamassery; K.E. College, Mannanm (all are affiliated to M.G. University) also started conducting Bachelor's Degree course in Library and Information Science. Ettumanoorappan College and St. Berchman's College offers Master's Degree Course also.

University of Kerala was the premier institution in Kerala which started one year Bachelor's Degree programme in Library Science Viz. B.Lib.Sc. in 1961 under the leadership of Prof. K.A. Issac, who was then the University Librarian of the Kerala University. The degree was renamed Bachelor of Library and Information Science (B.L.I.Sc.) in 1977. The intake of the course was 30. The Kerala University started the Master's Degree Course and the Ph.D. Programme in 1979 so as to meet demand for personnel with higher professional competence. The number of students admitted per year to the M.L.I.Sc. upto 1991-92 were only 6, but it was increased to 12 from 1992-93 onwards. A new course was introduced by the Kerala University in 1996 i.e. Post-Graduate Diploma in Information Technology (P.G.D.I.T). It is a specialized course in Information Technology. It is a one year course. The DLIS of Kerala University started M.L.I.Sc. evening course in 1998. It is a self-financing course. Total number of seats is 12. The Department also started M.Phil. programme in 1998. In 2003 two year integrated M.L.I.Sc. programme was started and B.L.I.Sc. programme was discontinued. So far the Department has produced 9 Ph.Ds.

The B.L.I.Sc. course was started in the Department of Library and Information Science of the Calicut University in 1978. In early years i.e. up to the academic year 1984-85 annual intake was 10. But from 1985-86 onwards it was increased to 15. The present intake is 19. During 1994-95 academic year the University started an evening course in B.L.I.Sc. with an intake of 40 students. The course is a self-financing one. It also offers
2 year correspondence programme leading to B.L.I.Sc. Degree. It had 40 seats earlier, at present the strength is 50 and the course is a self-financing one. The department also started in 1994 an evening course in M.L.I.Sc. with 24 seats. The course continued up to 1997 and was then discontinued. This was also a self-financing course. M.L.I.Sc. regular programme was started in 1997 with 10 seats. The present intake is 22. The Department also offers M.Phil and Ph.D programmes. So far the Department has produced 10 Ph.Ds.

Mahatma Gandhi University, Kottayam started B.L.I.Sc. in 1995, with 40 seats and M.L.I.Sc. in 1997 with 25 seats. Both are self-financing courses each with two semesters. Also conducts off-campus course at B.L.I.Sc. & M.L.I.Sc level through recognized centres.

Besides courses at the professional level, there are courses at semi-professional level also. Certificate Course in Library and Information Science (C.L.I.Sc.) is conducted by three agencies viz. Kerala Granthasala Sangham (Present Kerala State Library Council), the apex body of public libraries in Kerala, the Department of General Education, Government of Kerala and University of Kerala. A detailed study of the semi-professional course is not made here, because this study excludes the semi-professionals.

4.4 Professional Manpower at present

In Kerala, there are a number of libraries in the categories of public, academic and special libraries. A brief discussion of the present professional manpower distribution in various types of libraries is made here.

4.4.1 Public Libraries

There are about 6615 public libraries in Kerala affiliated to the state Library Council. Most of them are rural libraries with or without librarians. Most of them have part-time librarians and a very few of them have passed certificate course in library science. Though there are public
libraries at district level only five libraries have designated as District Libraries with professional manpower. They are Quilon Public Library and Research Centre, Kottayam Public Library, Ernakulam Public Library, Thrissur Public Library and Kozhikode Public Library. The Quilon Public Library and Research Centre has 13 professional staff. The chief Librarian is a retired library professional working on contract basis. The Trivandrum Public Library which is designated as State Central Library is having 16 professional librarians. The only other library, which runs on modern lines, is the British Library, Thiruvananthapuram, which has a strength of six professionals. It also makes use of the service of many library science graduates as apprentices. Thus there are about 45 professionals in 6615 libraries including municipal libraries in the public libraries sector.

4.4.2 Academic Libraries

Academic libraries constitute libraries of schools, colleges, polytechnics, universities and similar educational institutions, which cater to the needs of different levels of academic community and supplement academic instructions. The professional manpower of each type of libraries is depicted here.

4.4.2.1 School Libraries

There about 7400 higher secondary, secondary and upper primary schools in the state. All these schools have libraries. In lower primary schools from where the children have to inculcate reading habits, have no libraries at all. There is no professional librarian in any of the Government or aided higher secondary, secondary or upper primary schools. There are 26 Kendriya Vidyalayas in the state, all have professional librarians. Out of about 483 unaided central schools, which are affiliated to CBSE about 200 have qualified librarians. There are 13 Jawahar Navodaya Vidyalayas in Kerala have professionals. There are about 8375 schools (excludes L.P. Schools) and about 239 professionals in the school libraries sector.
4.4.2.2 College Libraries

A detailed discussion about the manpower situation of college libraries has been made in the 3rd chapter of the study.

4.4.2.3 Polytechnic Libraries

There are 59 polytechnics and out of it 43 are government (including 7 women's polytechnics), 6 are private aided and 10 are self-financing. Each one has a professional librarian. Thus, the number of librarians in the sector comes to 59.

4.4.2.4 University Libraries

Among the 7 University libraries, Kerala University Library system has 119 professional manpower including the professionals in the department libraries, study centres and the Campus Library at Kariavattom. The professional manpower position in Calicut University Library and department libraries is about 55. The Cochin University Library and department libraries together have 45 professionals. The Mahatma Gandhi University Library and department libraries have a total manpower of 50 professionals. Kerala Agricultural University Library and its Colleges have about 20 professional staff. Sree Sankaracharya University Library and its regional centres has 25 professionals, Kannur University Library and its departments including regional centers has a strength of 23 professional librarians. At present the University Library sector in Kerala has a total of about 337 professionals.

4.4.3 Special Libraries

It is estimated that there are about 100 special libraries in Kerala. Among the special libraries, science and technology libraries constitute the major bulk of special libraries in Kerala. The biggest S&T library is the VSSC library. It has a professional manpower of 25. The major Social Science Research Library is the Centre for Development Studies Library, which has a professional strength of 18. Most of the libraries have more than one professional staff (i.e. an average of 4 staff). It is estimated that
there are about 435 professionals in the special libraries sector. A detailed description of manpower position in every special library in Kerala has not been given here.

The present investment of professional manpower in different types of libraries in Kerala is given in table 4.1.

**Table 4.1: Distribution of professional manpower in different types of libraries in Kerala**

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<thead>
<tr>
<th>Types of Libraries</th>
<th>Number of Libraries</th>
<th>Professional manpower</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public libraries</td>
<td>6615</td>
<td>45</td>
</tr>
<tr>
<td>Academic Libraries:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School libraries</td>
<td>8375</td>
<td>239</td>
</tr>
<tr>
<td>College libraries</td>
<td>657</td>
<td>392</td>
</tr>
<tr>
<td>Polytechnic libraries</td>
<td>59</td>
<td>59</td>
</tr>
<tr>
<td>University libraries</td>
<td>7</td>
<td>337</td>
</tr>
<tr>
<td>Special libraries</td>
<td>100</td>
<td>435</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15813</strong></td>
<td><strong>1507</strong></td>
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It is clear from the table 4.1 that the distribution of different types of libraries in the state varies from 7 to 8375. There are about 6615 public libraries in Kerala i.e 41.83 percent of the total. The academic library sector consists of school, college, polytechnic and university libraries. There are about 8375 school libraries (52.96 percent) 657 college libraries (4.15 percent), 59 polytechnic libraries (0.37 percent) and 7 University libraries (0.04 percent). The total number of special libraries about 100 i.e. 0.63 percent of the total libraries distributed in the state. Figure 4.1 shows a diagrammatic representation of the distribution of various types of libraries in Kerala.
There are about 1543 library professionals at present working in the state including 36 teaching professionals. It is clear from the table 4.1 that the rate of manpower investment in special libraries, especially science and technology libraries is more when compared to other types of libraries. Out of the total 1507 professionals 28.86 percent (435) of professional manpower is invested in the special libraries. 26.01 percent (392) investment is in the college libraries. The university libraries have an investment of 22.36 percent (337). The school libraries and polytechnic libraries have an investment of 15.85 percent (239) and 3.91 percent (59) respectively. Public libraries have the least investment of professional manpower ie. 2.98 percent (45). A diagrammatic representation of the professional library manpower investment is given in the figure 4.2.
4.5 Library Science Teaching Professionals

"The teachers have been the life and blood of the educational system right from the times of oral method of transmission of knowledge. They are the pivots at every level of formal education" says Singh (1989). The Library and Information science teaching personnel play an important role in the development of professional manpower in the State. An efficient team of faculty is essential for the production of efficient manpower. There are 36 teachers in 10 library schools in Kerala. Table 4.2 shows the number of LIS teachers in Kerala. They constitute a section of professional library manpower.
Table 4.2: Number of LIS teachers in Kerala

<table>
<thead>
<tr>
<th>Si.No.</th>
<th>Name of the Institution</th>
<th>Number of teachers</th>
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<tbody>
<tr>
<td>1</td>
<td>University of Kerala</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>University of Calicut</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Mahatma Gandhi University</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>Farook College</td>
<td>2</td>
</tr>
<tr>
<td>5</td>
<td>Majlis College</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>St. Berchman’s College</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td>Ettumanoorappan College</td>
<td>5</td>
</tr>
<tr>
<td>8</td>
<td>Presentation College</td>
<td>3</td>
</tr>
<tr>
<td>9</td>
<td>Rajagiri College</td>
<td>3</td>
</tr>
<tr>
<td>10</td>
<td>K.E. College</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>36</strong></td>
</tr>
</tbody>
</table>

4.6 Manpower investment of retired professionals

Today a good number of retired professionals are actively functioning in different institutions on contract basis. Some of the enthusiastic professionals who retired from the service are functioning as library and information consultants and undertake project work and provide employment opportunities for fresh graduates in library science. Some make their contributions through professional associations. Some of the senior professionals are still functioning actively for the development of the profession in the state.

4.7 Conclusion

The present manpower position in the various types of libraries especially in public libraries and academic libraries are not satisfactory.
The public and academic libraries in Kerala require more professional investment for effective information transfer. Majority of the public libraries are manned by voluntary workers without formal training in library science. Even today medium size public libraries are functioning without qualified librarians. The school libraries, even many high secondary school libraries, are still without qualified librarians. Only a limited number of schools affiliated to CBSE have qualified librarians. The University libraries of Kerala require more highly qualified manpower investment for effective information transfer in the changing information technology environment. Special library scenario is comparatively better but it also requires more professional investment. In fact, the manpower investment in various types of libraries in Kerala is below the existing standard in India and abroad. Inadequate finance and lack of proper manpower planning are the reasons for this situation. To make the library function more effective, sufficient manpower investment in the required proportion is a pre-condition.
REFERENCES


