



Career Prospects for Library and Information Professionals in India: analysis of job advertisement

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Abstract

This study aims to generate various aspects of the LIS job market and analyses the demand for LIS professionals in recent and future times. This study is carried out through the LIS portal, which is an online platform for advertising job opportunities in the LIS field. In this study, the data has been collected and represented in the form of tables and charts for the various aspects such as, month-wise, age-wise, designation-wise, category-wise, education-wise, sector wise and so on. It has been found that majority of jobs are created in the month of April and more opportunities are given to the general category than any other. Moreover, Librarian designation is given more preference than any other designation. In this paper findings of the study have been discussed in depth after the data analysis.

Keywords: Career, India, Job advertisement, Library and Information Science profession, Librarian, LIS portal, LIS job prospectors

1. Introduction

Library and Information Science (LIS) is one of the most noble and humble professions. LIS is in fact determined as an inter disciplinary knowledge, acquisition, dissemination, and preservation of information resources. With the emerging trends and advancement of technology, there is an ongoing update in every field and LIS is also not an exception (Das Biswas, 2015). In the LIS profession, due to the rapid alterations in science and technology, conventional methods of working have been ever-changing with modern equipment and methods. Owing to this, the employer's requirements are diversified towards LIS professionals. Today, LIS professionals are not depicted as only

librarians, but are also known as interpreters, translators, curators, web managers, reference librarians, information managers and countless other names. LIS professionals have to acquire their professional identity by enriching their skills and competencies in order to attain suitable jobs in today's competitive job market.

Further more, nowadays, LIS professionals are not limited to schools or colleges, but they are making their space in the corporate world as well. It would be pertinent to mention that employment opportunities are increasing day by day. Hence, these LIS professionals are working both in the private and public sectors as chief librarians, information officers, or department heads. In



recent times, in the LIS profession, a large number of career prospects are available. In several institutes, qualified, trained and well qualified LIPs are employed. Due to the alterations in technology, only trained personnel are employed in higher positions, otherwise, it is an extremely challenging task to achieve a relatively good position in the LIS job market.

2. Literature review

This study reviewed some related literature, and it has a clear understanding of specific studies and a road map for this analysis. It also facilitates insight into how to test the data and procedure for this research paper.

Jeevan (2003) discussed in his research study about job prospects in LIS profession. He described how to create more jobs in LIS profession and what are the responsible factors for it. According to him, LIS students and employers have some discussions about job expectations and in order to fulfill these expectations library schools have conducted some training programmes to inculcate potential competencies in future LIS professionals. Finally, it is the combined responsibilities of LIS schools, Governments, LIS associations and LIS students to understand what are the current needs of LIS profession.

Chimah, Uhegbu, and Nwokocha (2012) presented career opportunities for LIS professionals in their study. They revealed that numerous fresh graduates are unaware of the scope of jobs in the LIS profession or almost all the time, they are confused after completion of their graduation and altered their profession. Moreover, today most of the LIPs are working in academic libraries, however, there are other options available as an information specialist in corporate

organisations. They also suggested some recommendations: (i) understanding the technical skills (ii) essential terminology ought to be included in the curriculum (iii) career-related knowledge should be given by LIS departments to future LIPs.

Sinha and Pandey (2014) covered the study of job opportunities in government and private organisations of India to know the job requirements set by the employers. According to them, as compared to graduate and postgraduate students, opportunities for jobs are considerably very low. Moreover, fresh graduates are highly trained, yet it is also complicated for them to get employment in the present day's competitive job market. They hope for more job generation in India so that the future of LIS professionals will be bright.

Vipin and Vijeta (2014) discussed at length about the job prospects in the field of LIS in India. They stated that job opportunities in India have been increasing day by day. However, the concept of old-fashioned work has changed over the years, because LIS professionals are working not only in the libraries but are also now part of private and public organisations, foreign embassies, and information/documentation libraries. It is due to this factor that they are entitled to several unique designations such as head of information centre, information analyst, archivist, curator, professional assistant and so on.

Veer, Gawli and Khiste (2017) conducted research on employment opportunities in India through Indian newspapers. In this research, they identified the current trends of LIS job market from the multiple language newspapers around India. According to them, teaching positions are posted higher in comparison to non-teaching positions and for achieving better results job



prospects have to pay more attention to NET/SLET examinations, which is a hiring criterion in current days.

Saini and Singh (2020) carried out a study of job opportunities in academic libraries in India. They concluded that, at every level of management there are opportunities for LIPs, if they are focused and fulfill the desired criteria of employers. Their findings suggest that it is easier to get employment for middle and first level management. However, officials need to create more jobs in public sectors not only for LIPs, but also for the dissemination of information and supporting formal and informal education.

Biswas (2020) discussed the job vacancies for LIS professionals zone wise in India from 2014 to 2018. He showed that south zone offered most of the job vacancies consistently in the said period followed by west zone. Whereas northeast zone provided a very minimum of job opportunities.

3. Objectives of the study

The aims of this study are as follows:

- i. To discover the job opportunities in the field of LIS
- ii. To analyse the varying trends of job opportunities
- iii. To analyse the demand for LIPs in the job market
- iv. To assess the job advertisements in various parameters, such as, state, year, age, and education
- v. To explore the requisite skills and competencies for LIS professionals in this digital era.

4. Scope and limitations of the study

The present study has included the data of the LIS portal only for the year 2021 and is limited to advertisements for government jobs.

5. Research methodology

To conduct this study, the researcher has utilised qualitative research methodology. The study is not only descriptive in nature, rather it has been analysed and interpreted to look for outcomes. The data has been observed and carried out from LIS portal website, where every advertisement in the field of LIS has been posted.

The job advertisements posted between January 2021 to December 2021 have been considered for this study. This analysis has been distributed on a variety of parameters, such as month, designation, category, education, state, age, and nature. Most of the advertisements are in PDF format, while some of them are from the institute's website link. The data entry was done by using Microsoft Excel in tabulation form and the data was also been analysed in chart form as well.

6. Data analysis and interpretation

The collected data has been analysed in the following to fulfil the objectives of this study.

6.1 *Month-wise analysis of advertisements published during the period January 2021 and December 2021*

The table 1 indicates the status of month-wise details during the period from January 2021 to December 2021. After the case study, data collection has been made out and the researcher has found out a total of 1793 job advertisements which have been published in government sectors of India in the year 2021.

**Table 1: Month-wise analysis of advertisements**

Months	No.of post advertised	Percentage
January	42	2.34%
February	188	10.49%
March	19	1.06%
April	788	43.95%
May	20	1.12%
June	26	1.45%
July	39	2.18%
August	0	0.00%
September	350	19.52%
October	147	8.20%
November	88	4.91%
December	86	4.80%
Total	1793	100.00%

There are a total of 1793 jobs that have been posted and out of this the maximum number of posts (788 i.e., 43.95%) were advertised in the month of April and the least advertisements were posted in the month of March 1.06% (i.e.19). Moreover, in the month of August advertisements were not published. Finally, in the other months, advertisements are published respectively, January 2.34% (i.e.,42), February 10.49% (i.e.,188), May 1.12% (i.e. 20), June 1.45% (i.e. 26), July 2.18% (i.e. 39), September 19.52% (i.e. 350), October 8.20% (i.e. 147), November 4.91%

(i.e. 88), December 4.80% (i.e. 86). It is clearly observed that most of the jobs are advertised in the months of April, February, September, and October, while fewer job advertisements are published in the months of August, March, May, June, July, November and December.

6.2 State-wise distribution of the advertisements published from January to December 2021

In table 2 the state wise analysis of job advertisements has been presented.

**Table 2: State-wise analysis of advertisements**

State	No.of Post advertised	Percentage
Andhra Pradesh	3	0.17%
Andaman & Nicobar	7	0.39%
Assam	11	0.61%
Bihar	11	0.61%
Chhattisgarh	7	0.39%
Delhi	344	19.19%
Gujarat	37	2.06%
GOA	6	0.33%
Haryana	16	0.89%
Himachal Pradesh	19	1.06%
Jharkhand	8	0.45%
J & K	25	1.39%
Karnataka	7	0.39%
Kerala	12	0.67%
Madhya Pradesh	47	2.62%
Maharashtra	33	1.84%
Manipur	2	0.11%
Meghalaya	4	0.22%
Mizoram	1	0.06%
Odisha	44	2.45%
Pondicherry	1	0.06%
Punjab	847	47.24%
Rajasthan	10	0.56%
Sikkim	3	0.17%
Telangana	11	0.61%
Tamilnadu	30	1.67%
Tripura	8	0.45%
Uttarpradesh	217	12.10%
Uttarakhand	16	0.89%
West Bengal	27	1.51%
Total	1793	100.00%

From the above table it can be observed that highest number of posts has been advertised in the Punjab state 47.24% (i.e. 847), Delhi 19.19% (i.e. 344), Uttar Pradesh 12.10% (i.e. 217), Madhya Pradesh 2.62% (i.e. 47) and least number of posts have been advertised in Mizoram 0.06% (i.e. 1), Pondicherry 0.06% (i.e. 1), Manipur 0.11% (i.e. 2), Andhra Pradesh 0.17% (i.e. 3), Sikkim 0.17% (i.e. 3), Meghalaya 0.22% (i.e. 4),

GOA 0.33% (i.e. 6), Andaman & Nicobar 0.17% (i.e. 7), Chhattisgarh 0.39% (i.e. 7), Karnataka 0.17% (i.e. 7), Jharkhand 0.45% (i.e. 8), Tamilnadu 0.45% (i.e. 8), Tripura 0.45% (i.e. 8), Rajasthan 0.56% (i.e. 10), Assam 0.61% (i.e. 11), Bihar 0.61% (i.e. 11), Telangana 0.61% (i.e. 11), Kerala 0.67% (i.e. 12). Further, other states have published average advertisements. From the above data, it can clearly be understood that Punjab has



published the highest number of jobs for LIS professionals, however, Mizoram and Pondicherry have published the least jobs in India.

6.3 Designation-wise distribution of number of posts advertised

Table 3: Designation wise analysis of advertisements

Designation	No. of Post Advertised	Percentage
Academic Associate	1	0.06%
Archivist	1	0.06%
Assistant Library & Information Executive	1	0.06%
Assistant Librarian	106	5.91%
Assistant Library & Information Officer	10	0.56%
Assistant Manager	1	0.06%
Assistant Professor	18	1.00%
Associate Professor	17	0.95%
Assistant Registrar	1	0.06%
Cataloguer	3	0.17%
Chief Librarian	4	0.22%
Consultant Librarian	2	0.11%
Curator	1	0.06%
Deputy Director	1	0.06%
Deputy Librarian	32	1.78%
Deputy Manager	4	0.22%
Director	4	0.22%
Documentation Officer	14	0.78%
General Assistant	1	0.06%
Guest Faculty	1	0.06%
Indexer	1	0.06%
Information Scientist	1	0.06%
Junior Consultant	1	0.06%
Junior Librarian	28	1.56%
Junior Library Information Assistant	2	0.11%
Junior Library Information Superintendent	2	0.11%
Junior Library Technician	4	0.22%
Junior officer	1	0.06%
Librarian	1045	58.28%



Designation	No. of Post Advertised	Percentage
Library clerk	1	0.06%
Librarian Selection Grade	2	0.11%
Library & Information Officer	11	0.61%
Library Assistant	63	3.51%
Library Attendant	229	12.77%
Library Associate	2	0.11%
Library Clerk	2	0.11%
Library Information Assistant	46	2.57%
Library & Information Associate	1	0.06%
Library Restorer	2	0.11%
Manager	2	0.11%
MTS Library	11	0.61%
Professional Assistant	39	2.18%
Professional Library Assistant	4	0.22%
Professor	6	0.33%
Project Assistant	1	0.06%
Research Associate	1	0.06%
Scientific Assistant B	1	0.06%
Scientific officer C	1	0.06%
Scientist B	3	0.17%
Scientist C	2	0.11%
Scientist D	1	0.06%
Semi Professional Assistant	38	2.12%
Senior Project Associate	2	0.11%
Senior Assistant Librarian	1	0.06%
Senior Library & Information Assistant	1	0.06%
Senior Library & Information officer	2	0.11%
Senior Technical Assistant	2	0.11%
Sorter	1	0.06%
Sub Editor	2	0.11%
Superintendent	1	0.06%
Teacher	3	0.17%
Technical Assistant	3	0.17%
Technical Officer	1	0.06%
Total	1793	100.00%



From table 3, it is amply clear that a total of 62 types of designations were published in the advertisements for the library profession in the year 2021. Table 3 represents the various types of categories, where we can see the highest number of posts are published in the librarian category (105 i.e., 58.28 %) and the lowest number of posts are published in the category of Academic Associate, Archivist, Assistant Library and Information Executive, Assistant Manager, Assistant Registrar, Curator, Deputy Director, General Assistant, Indexer, Junior Consultant, Junior Clerk, Library & Information Associate, Technical Officer (01 i.e., 0.06 %) out of 1793. There are several new types of designations that are introduced in the field of

library profession according to the requirements of users and advancement in the field.

6.4 *Category-wise distribution of advertisements*

The table 4 represent the category-wise distribution of post advertised during the year 2021. This table is divided into total 7 categories, which are (I) General/Unreserved (ii) EWS (i.e., Economically Weaker Section (iii) OBC (i.e., Other Backward Class) (iv) SC (i.e. Scheduled Cast) (v) ST (i.e. Scheduled Tribe) (vi) PH (i.e. Physically Handicapped) (vii) other. The total number of posts is shown in the table 4.

Table 4: Category wise distribution of advertisements

Category	No.of Post advertised	Percentage
General / Unreserved	776	43.28%
EWS	103	5.74%
Other Backward class (OBC)	232	12.94%
Scheduled class (SC)	273	15.23%
Scheduled Tribe (ST)	50	2.79%
Physically Handicapped (PH)	47	2.62%
Undefined	312	17.40%
Total	1793	100.00%

It is absolutely clear in table 4 that out of 1793 posts, the highest number of the posts are published for the general category (776 i.e., 43.28%) and the least number of posts are published for the physically handicapped category (47 i.e., 2.62%) and scheduled tribe (ST) category (50 i.e., 2.79%). There is also one category where advertisements have no specific demands for the category which is distinguished under the undefined category (312 i.e., 17.40%) out of 1793 posts. EWS,

OBC and SC, these three categories are at an average level out of 1793 posts, 5.74% (i.e., 103), 12.94% (i.e., 232), and 15.23% (i.e. 273).

6.5 *Age-wise distribution of advertisements*

Table5 represents the age-wise distribution of the total number of advertisements. From out of the 1793 advertisements, the table has divided a total of 5 types of criteria for the age distribution.

**Table 5: Age-wise distribution**

Age Group	No.of Post advertised	Percentage
21-30 Years	421	23%
31-40 Years	970	54%
41-50 Years	49	3%
51-60 Years	84	5%
Undefined	269	15%
Total	1793	100%

From the above table, it has been clearly noticed that the highest number of posts are advertisements in the age group of 31-40 years (970 i.e., 54%) and the least number of posts are advertised in the age group of 41-50 years (49 i.e., 3%) out of 1793 posts.

6.6 Nature-wise distribution of job advertisement

There are specifically two types of the nature of job either permanent or contractual. Table 6 represents the nature of advertisements for the LIS profession.

Table 6: Nature-wise distribution

Nature of job	No.of Post advertised	Percentage
Permenant	1536	86%
contractual	257	14%
Total	1793	100%

Table 6 shows the total number of job advertisements published is 1793 and out of them permanent posts are published more than 86% (i.e., 1536) than the contractual of 14% (i.e., 257).

6.7 Sector-wise distribution of job advertisements

Table 7 represents the sector-wise distribution of the various types of job advertisements. In LIS profession, there are

Table 7: Sector-wise distribution

Sectors	No.of Post advertised	Percentage
Central Govt	411	23%
State Govt	1294	72%
IITs	24	1%
IIMs	15	1%
NIDs	4	0%
NITs	10	1%
NIFTs	35	2%
Total	1793	100%



varied types of categories of sectors that recruit the LIPs. Other than central and state governments, national institutes are also available.

From the above given table, it is clear that, from the total number of given posts, a majority of the job advertisements posted by the state government of 72% (i.e., 1294) and the least job advertisements are posted

through National Institutes, such as NIDs (National Institute of Design) (i.e., 4) and NITs (National Institute of Technology) (i.e. 10). Further, Central government institutes also post advertisements for recruitment on a regular basis in the LIS profession of 23% (i.e., 411). Finally, IITs and IIMs also recruit employees for their Information centres respectively.

6.8 Category-wise distribution of advertisement for teaching and non-teaching staff

Table 8: Category-wise distribution

Category	No.of Post advertised	Percentage
Teaching	40	2.23%
Non-Teaching	1753	97.77%
Total	1793	100.00%

In the LIS profession, there are mainly two categories for the job profile, which are (i) teaching and (ii) non-teaching staff. From the above table it is very clear that the scope of jobs in LIPs is in majority available for non-teaching areas at 97.77% (i.e., 1753) than teaching of 2.23 % (i.e., 40).

6.9 Education-wise distribution of job advertisements

There are various levels of education that are offered by the universities of India and recruiters recruit the employees with the specific demands of their LICs, where the education level plays a critical role. There are

Table 9: Education-wise distribution

Level of Education	No.of Post advertised	Percentage
BLISc	189	11%
MLISc	379	21%
Ph.D	204	11%
Certificate	255	14%
Diploma	766	43%
Total	1793	100%

mainly 5 levels of education in Library Science Profession.

From the aforesaid table, it is evident that the majority of job advertisements have

demand a Diploma level of 43 % (i.e., 766) and MLISc (Post-Graduate) level of 21% (i.e., 379). However, in the least, job advertisements are recruited in Ph.D. (Doctorate level) of 11% (i.e., 204) and B.L.I.Sc. (Undergraduate) 11%



(i.e., 189) of 1793 jobs advertised in the year 2021. It also reveals that the certificate levels of qualification were published at 14% (i.e., 255).

7 Findings of the study

- The study found that a majority of jobs are advertised in the month of April (43.95%) whereas in the month of August there are no job advertisements posted in the year 2021.
- It further reveals from the study that there are significantly more opportunities for the Unreserved/General category (43.28%) than any other category.
- The study observed that the majority of the jobs were created in the state of Punjab (47.24%) and very few jobs were created in other states such as Andhra Pradesh, Manipur, Mizoram, Pondicherry, and Sikkim.
- The major working designation in the LIS profession is Librarian (58.28%) out of the total posts and all the other designations are created in very few numbers.
- The study shows that most of the recruiters demand younger professionals than older ones. It is clearly observed from the table that they are hiring 31-40 age group criteria in majority (54%) and few jobs are available for the age group 51-60 and 41-50 years.
- The study found that majority of jobs are created for permanent positions (86%) whereas contractual jobs (14%) are in few numbers.

- In the most advertisements state government sectors (72%) are hiring LIS professionals than the Central government (23%).
- The study found that most LIS professionals have chances to work in non-teaching positions (86%) rather than teaching areas (14%).
- The study clearly shows from the different LIS education level Diploma is more demanding whereas the Doctorate (Ph.D.) and undergraduate (BLISc) level is less expected from the recruiters.

8. Conclusion

In the field of LIS profession, every year several vacancies are posted from every LICs as per their requirements and demands. This study has comprised only those advertised, which are posted in the year 2021 on the LIS portal from the government sectors. As we can clearly identify a total of 1793 posts are advertised in different government institutes, which proves that LIPs are in high demand in the job market. Moreover, this study also reveals that there are several jobs available as per the level of LIPs education in every government sector. Furthermore, as state governments are hiring more positions, central government and national institutes should increase the vacancies for the LIPs. It is due to this that in India more and more LIPs get jobs, and the level of LIS field will rise automatically. In addition, teaching positions are posted very less in comparison to non-teaching positions in LIS field. According to the researcher, academic schools have understood the needs of teachers for the LIS students and should hire adequate strength of LIS faculties in LIS departments. LIS students also have to understand the needs of today's job recruiters and they have to acquire related



degrees and skills for getting jobs in the LIS profession. To sum up, the LIS discipline is as important as any other field and it should be established by mutual support of government sectors, LIPs and LIS schools.

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