

Employment in the Library and Information Science Field in India: Insights from Job Advertisements

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ABSTRACT

The employment landscape for Library and Information Science (LIS) professionals in India has evolved significantly due to technological advancements and the growing demand for information management. This research paper examines employment trends and patterns based on a detailed analysis of job advertisements published in Employment News from 2017 to 2020. The research identifies 518 job advertisements corresponding to 1,510 vacancies related to the LIS field, revealing a steady demand for LIS professionals. The study highlights emerging job roles, job nomenclature inconsistencies, and institution pay scale variations. Additionally, the findings indicate that academic/ educational institutions remain the largest employers in the LIS field. The insights drawn can assist policymakers, educators, and aspiring LIS professionals in understanding career prospects and industry expectations.

KEYWORDS: Library and Information Science, LIS, LIS Field, Employment, Employment Vacancies, Employment News, Job, Job Advertisement, Job Ads.

1. INTRODUCTION

The field of Library and Information Science (LIS) is experiencing significant growth, leading to an unprecedented expansion in career and employment opportunities. This surge is driven by the increasing demand for information management and the rapid integration of information technology across various sectors. Globally, the demand for LIS professionals is expected to grow by 6% between 2021 and 2031, a rate slightly higher than the average for all occupations (U.S. Bureau of Labor Statistics, 2024). LIS professionals now find themselves in a variety of roles beyond traditional librarianship. Professionals in this domain can pursue roles such as Librarian, LIS Educator, Classifier, Cataloguer, Archivist, Database Manager, Information Scientist, Documentalist, Information Manager, Knowledge Manager, Digital Librarian, System Analyst, etc. These roles highlight the adaptability of LIS

professionals in meeting the evolving information needs of various sectors. The positions are available to LIS professionals in various sectors, including Education, Research, Manufacturing, Automotive, Pharmaceuticals, Agriculture, Corporate, Defence, Media, Banking, Tourism, Aviation, and of course in both Government and Private sectors. The integration of technology and the expanding scope of information services have positioned LIS professionals as essential contributors to the information society. Today, LIS is recognized as a vital and promising career path for individuals.

1.1 About Employment News

'*Employment News*' is a weekly job newspaper issued by the Publications Division of the Ministry of Information and Broadcasting, Government of India. The publication offers extensive information on job opportunities across various sectors in India and enjoys a wide circulation of over one lakh copies per week. It is particularly popular among job seekers from diverse fields, including Library and Information Science (LIS). Given its credibility and comprehensive coverage of employment openings in the country, the researcher has chosen *Employment News* as the primary data source for the present study on employment in the LIS field in India.

2. NEED FOR THE STUDY

Employment is an integral aspect of every profession. When considering a particular field for a career, one must evaluate the future employment prospects it offers. Before selecting a profession, it's advisable to understand the employment prospects within that field. In the context of the Library and Information Science (LIS) field, analyzing job advertisements, particularly those published in *Employment News*, a reputable Government of India publication since 1976, can provide valuable insights into available opportunities.

3. SIGNIFICANCE OF STUDY

The Library and Information Science (LIS) employment landscape has undergone significant transformations, especially in the last decade. The proposed research aims to conduct an extensive study over a period, specifically from 2017 to 2020, to thoroughly analyze and understand the evolving employment landscape within the LIS field in India. By examining data across these consecutive years, the study seeks to identify trends, patterns, and shifts in LIS employment, thereby providing a comprehensive overview of the dynamic nature of job opportunities for LIS professionals in the Indian context. This approach will enable the formulation of generalized conclusions that reflect the sector's progression and transformation over the specified timeframe.

4. REVIEW OF RELATED LITERATURE

Several studies have examined employment trends and opportunities in the LIS sector in India by analyzing the job ads published on different platforms, including *Employment News*, and in different periods. Most of the studies considered *Employment News* as a major data source in their study. Here's a summary of their findings:

Pachauri (2024) examined employment opportunities for LIS professionals in the Indian public sector by analyzing job advertisements published in *Employment News* and Social Networking platforms from 2018 to 2022. The results indicated that most new LIS professionals are employed in schools (43.93%), followed by higher academic institutions (34.28%).

Srivastava (2021) studied how information and communication technology (ICT) has influenced jobs in university libraries by examining LIS job advertisements that appeared in *Employment News*. He identified that most of the LIS job ads require candidates with knowledge of ICT.

Saini & Singh (2020) analyzed employment ads for LIS positions published in the *Employment News* between 2012 and 2017. Their study aimed to explore job prospects in the LIS field in India, focusing on various aspects such as educational qualifications, job levels, employment sectors, and the distribution between teaching and non-teaching positions.

Similarly, **Prakash (2020)** performed an analytical study on employment opportunities for LIS professionals in India by examining job announcements in the *Employment News* from January 2012 to December 2017. This study excluded short-term LIS job advertisements to provide a clearer picture of long-term employment prospects.

Chowdhury (2016) investigated LIS job trends in India through an analysis of job advertisements that appeared in the *Employment News* from September to November 2016. The study aimed to assess potential employment opportunities in the LIS sector across different states in India.

Singh (2015) scrutinized 327 job ads published in *Employment News* between 2011 and 2013 to identify the demands of the LIS job sector in North India. Based on the findings, the researcher developed a curriculum model aimed at aligning LIS education with the needs of the job market.

Sinha & Pandey (2014) investigated job opportunities for qualified LIS professionals by examining postings on the LIS Link portal and in *Employment News*, focusing on advertisements from 2011. They observed that the number of positions advertised was significantly lower than the intake capacity of LIS programmes. To address this imbalance, they recommended that government authorities create more vacancies in schools, colleges, and universities.

Baruah (2010) analyzed job advertisements in *Employment News* from 2005 to 2010 to discern trends in the Indian LIS sector. The research focused on the qualifications and skills sought by employers and highlighted differences in the competencies required for positions in academic versus corporate sectors.

Singh & Krishna (2006) analyzed job vacancies advertised in *Employment News* from 1994 to 2000 to assess opportunities for LIS professionals in the Indian public sector. The findings indicated a higher demand for lower-salaried LIS professionals compared to their higher-salaried counterparts.

Jeevan (2003) examined LIS job ads in *Employment News* issues from 1998 to 2001 and assessed job prospects in the Indian LIS sector. Jeevan recommended enhancing collaboration between potential employers and library training institutions to align educational programs with the skills required in the job market.

Anand (1984) investigated employment trends from 1981 to 1983 by reviewing advertisements in the *Hindustan Times*, *Times of India*, and *Employment News*. The study detailed various aspects of employment, including sectors employing LIS professionals, job titles, pay scales, qualifications, and job reservations.

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Anand & Kapoor (1983), focusing on 1981 and 1982, examined LIS job ads in *Employment News*. The researchers explored the Indian LIS workforce, categorizing occupational titles for professionals, paraprofessionals, and non-professionals within the sector.

Nayar et al. (1979) analyzed 400 LIS job announcements published between April 1977 and March 1978 in *Employment News* and prominent newspapers like the Times of India, Indian Express, and Statesman. The analysis covered various aspects, including the distribution of posts by field, required qualifications, job grades, experience, and locations.

Collectively, the above studies spanning from the late 1970s to the late 2020s highlight the evolving landscape of job opportunities for LIS professionals in India, emphasizing the need for continuous alignment between educational programmes and market demands, and have utilized job ads from the *Employment News* weekly as a primary data source.

5. STATEMENT OF PROBLEM

Understanding the nature of employment in the LIS field is essential. This study focuses on the employment opportunities within LIS, analyzing job vacancies related to this field that have been published in *Employment News*. By examining these advertisements, the research aims to provide insights into workforce demand and career opportunities within the LIS field in India.

Accordingly, the research problem is articulated as: ***Employment in Library and Information Science Field in India: Insights from Job Advertisements***

6. OBJECTIVES OF THE STUDY

The major objectives formulated for the present study are as follows:

- ✓ To review the Employment Vacancies advertised in the LIS field (2017-2020).
- ✓ To identify the advertised Employment Designations in LIS.
- ✓ To know the Educational Qualifications and Skills required for advertised Employment Designations in LIS.
- ✓ To analyze the Pay Level and Scales of advertised vacancies in LIS.
- ✓ To identify the Employer Organizations advertising LIS jobs.
- ✓ To understand the Nature and Types of advertised Employment Posts in LIS.

7. SCOPE AND LIMITATIONS

- a) This study examines the employment opportunities within the LIS field in India, and it focuses on the distribution of various employment-related aspects in LIS, including job titles, qualifications, skills, salary, job nature, work type, employer, etc.
- b) The primary data source for this research is *Employment News*, a well-known job newspaper and official publication of the Government of India that offers factual information on job opportunities in various sectors of the country, including the LIS field. Other print and electronic media sources publishing job advertisements are not considered in this study.

- c) The study analyzes a total of 208 issues of *Employment News* published from 2017 to 2020 (four years), averaging 52 issues per year. Only LIS job ads published in *Employment News* are analyzed in this research.

8. RESEARCH METHODOLOGY

The ‘Content Analysis’ has been used to conduct this research. The job newspaper, *Employment News*, has been chosen as the primary data source for this study due to its widespread popularity and reliability among job seekers in India. Specifically, the ‘LIS Job advertisements’ published within this newspaper have been used as the “Units” for content analysis. The research data has been extracted from the published LIS job ads and entered into the ‘Google Sheet’ to create the database. The data collected underwent analysis and interpretation using suitable statistical methods, including Content Analysis. Descriptive statistics have been employed to elucidate the findings. Following this process, conclusions have been drawn, and the information has been presented through tables and graphs.

9. DATA ANALYSIS AND INTERPRETATION

Data analysis and interpretation play a crucial role in extracting meaningful insights from collected data, helping to identify trends, patterns, and correlations. In the context of *Employment News* analysis, this process involves systematically examining statistical data, reports, and employment trends to assess employment market dynamics, job opportunities, and sectoral growth. By applying qualitative and quantitative techniques, data analysis facilitates evidence-based decision-making, enabling policymakers, researchers, and job seekers to understand employment patterns and forecast future developments. This section delves into the methodologies used for analyzing employment-related data and discusses the implications of the findings in shaping employment policies and workforce development strategies.

• Distribution of Advertised LIS Employment Vacancies:

9.1 Year-wise Distribution of Advertised LIS Employment Vacancies

Sr. No.	Year	No. of LIS Employment Ads Published	Percentage (%)	No. of LIS Employment Vacancies Advertised	Percentage (%)
1	2017	155	30.26	457	30.26
2	2018	125	18.87	285	18.87
3	2019	122	21.59	326	21.59
4	2020	116	29.27	442	29.27
	Total	518	100.00	1510	100.00

The table shows the year-wise distribution of advertised LIS employment vacancies from 2017 to 2020. The highest number of job ads (155) and vacancies (457) were published in 2017, while the lowest were in 2018 (125 ads, 285 vacancies). Overall, 2020 had the second-highest vacancies (442), indicating fluctuating demand for LIS professionals over the four years.

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9.2 Designation-wise Distribution of Advertised LIS Employment Vacancies

Sr. No.	Title of the Employment Designation	No. of LIS Employment Vacancies Advertised	Percentage (%)
1	Librarian	362	23.97
2	Library Multi-Tasking Staff	146	9.67
3	Library & Information Assistant	124	8.21
4	Library Attendant	86	5.7
5	Assistant Library & Information Officer	81	5.36
6	Apprentice (LIS)	67	4.44
7	Library Assistant	64	4.24
8	Professional Assistant (Library)	51	3.38
9	Semi-Professional Assistant (Library)	40	2.65
10	University Assistant Librarian	35	2.32
11	Library & Information Officer	28	1.85
12	University Librarian	25	1.66
13	Senior Library & Information Assistant	24	1.59
14	University Deputy Librarian	24	1.59
15	Assistant Professor (LIS)	23	1.52
16	LIS Intern	23	1.52
17	Assistant Librarian	22	1.46
18	Librarian (Grade 3)	22	1.46
19	Library Clerk	19	1.26
20	Chief Librarian	14	0.93
21	Office Manager (Corporate/ Library Services)	14	0.93
22	Associate Professor (LIS)	13	0.86
23	Library Assistant 'A'	13	0.86
24	Office Executive (Library)	13	0.86
25	Documentation Officer	12	0.79
26	Information Scientist	11	0.73
27	Senior Technical Assistant 'B'	11	0.73
28	Librarian (Grade 1)	9	0.6
29	Junior Library Technician	8	0.53
30	Professor (LIS)	8	0.53
31	Senior Library & Information Officer	8	0.53
32	Junior Library Assistant	7	0.46
33	Junior Library & Information Assistant	6	0.4
34	Library Trainee	6	0.4
35	Deputy Librarian	5	0.33

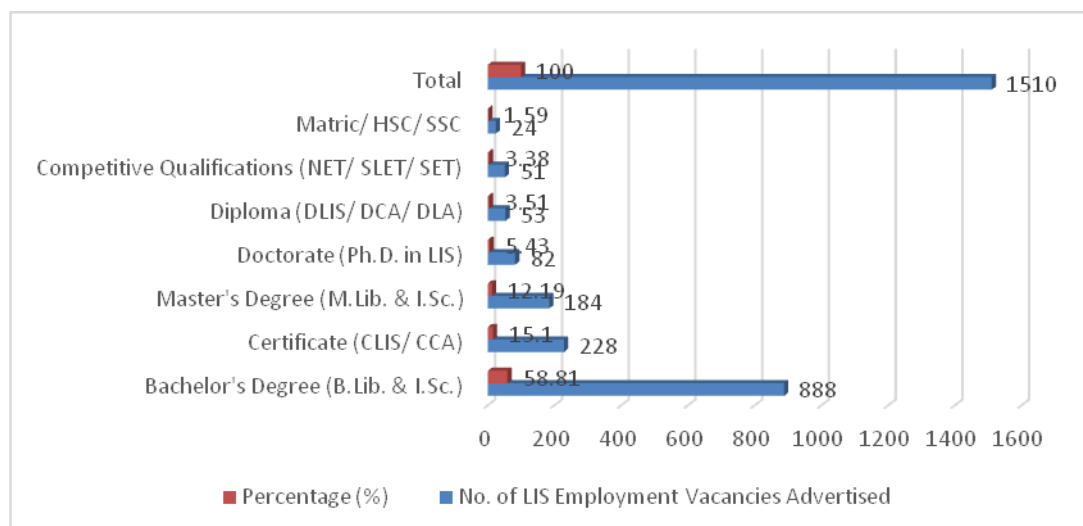
36	Library Technical Assistant	5	0.33
37	Map Curator	5	0.33
38	Director General	4	0.26
39	Documentation Assistant	4	0.26
40	Librarian (Selection Grade)	4	0.26
41	Library Director	4	0.26
42	Principal Library & Information Officer	3	0.2
43	Technical Assistant (Library Science)	3	0.2
44	Cataloguer	2	0.13
45	Chief Library Officer	2	0.13
46	Director (Journal, Publication & Library)	2	0.13
47	Inspector (Librarian)	2	0.13
48	Junior Librarian	2	0.13
49	Junior Library Superintendent	2	0.13
50	Librarian (Grade 2)	2	0.13
51	Librarian cum Documentation Officer	2	0.13
52	Library & Documentation Officer	2	0.13
53	Library Attendant (Grade 2)	2	0.13
54	Senior Professional Assistant (Library)	2	0.13
55	Assistant Documentation Officer	1	0.07
56	Assistant Library Director	1	0.07
57	Consultant (Library & Information Assistant)	1	0.07
58	Deputy Archives Director	1	0.07
59	Deputy Library Director	1	0.07
60	Deputy Library Manager	1	0.07
61	Deputy Library Registrar	1	0.07
62	Director (Documentation)	1	0.07
63	Junior Library Manager	1	0.07
64	Junior Research Fellow (Library Science)	1	0.07
65	Lecturer (LIS)	1	0.07
66	Librarian (Grade 4)	1	0.07
67	Library cum Informatics Officer	1	0.07
68	Library Field Officer	1	0.07
69	Library Lower Division Clerk	1	0.07
70	Library Officer	1	0.07
71	Library Pandit	1	0.07
72	Library Stack Assistant	1	0.07
73	Library Technical Officer	1	0.07
74	Media Tape Librarian	1	0.07

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75	Scientific Officer 'C' (Library Science)	1	0.07
76	Scientific Officer 'SB' (Library Science)	1	0.07
77	Scientific Technical Assistant (Library Science)	1	0.07
78	Scientific Technical Officer (Library Science)	1	0.07
79	Scientist 'D' (Library Science)	1	0.07
80	Scientist 'E' (Library Science)	1	0.07
81	Senior Librarian	1	0.07
82	Senior Library Assistant	1	0.07
83	Senior Library Attendant	1	0.07
84	Technical Assistant (Grade 3)	1	0.07
85	Technical Assistant (KRC)	1	0.07
86	Technical Officer (Library Science)	1	0.07
	Total	1510	100.00

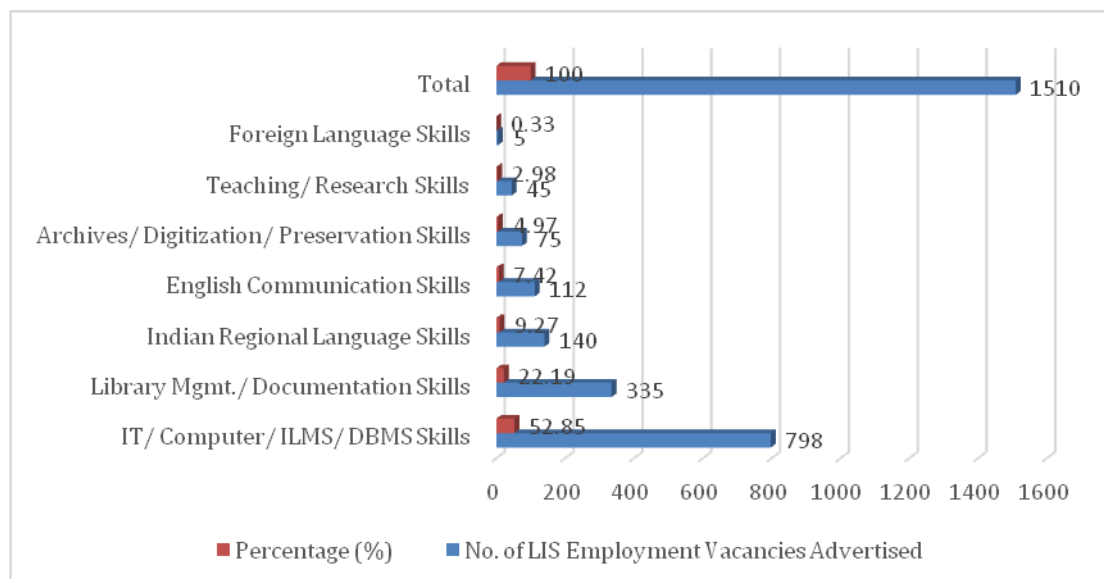
The table highlights the designation-wise distribution of advertised LIS job vacancies, with 'Librarian' being the most sought-after role (23.97% of total vacancies). Other significant positions include 'Library Multi-Tasking Staff' (9.67%) and 'Library & Information Assistant' (8.21%), while many specialized roles (e.g., Map Curator, Scientific Officer, Media Tape Librarian) had very few openings ($\leq 0.5\%$). The wide variety of designations (86 in total) reflects the diverse career prospects in the LIS field, though most vacancies are concentrated in a few key roles.

9.3 Educational Qualifications-wise Distribution of Advertised LIS Employment Vacancies



The bar graph reveals that a Bachelor's Degree (B.Lib. & I.Sc.) is the most commonly required qualification for LIS job vacancies, accounting for 58.81% of total advertised positions. Certificate programmes (15.10%) and Master's Degrees (12.19%) follow, while Ph.D. (5.43%) and Diploma (3.51%) holders have fewer opportunities. Notably, a small percentage of roles (1.59%) accept even basic educational qualifications (Matric/HSC/SSC), suggesting some entry-level positions require minimal formal LIS education.

9.4 Skills-wise Distribution of Advertised LIS Employment Vacancies



The graph highlights that 'IT/ Computer/ ILMS/ DBMS' skills are the most in-demand for LIS professionals, required in 52.85% of job vacancies, reflecting the growing digital transformation in libraries. Library management/ documentation skills (22.19%) and Indian regional language skills (9.27%) are also significant, while Archives/ Digitization (4.97%) and Teaching/ Research skills (2.98%) are niche requirements. Notably, Foreign Language skills (0.33%) have minimal demand, suggesting most roles prioritize local and technical competencies over multilingual expertise.

9.5 Pay Level and Scale-wise Distribution of Advertised LIS Employment Vacancies

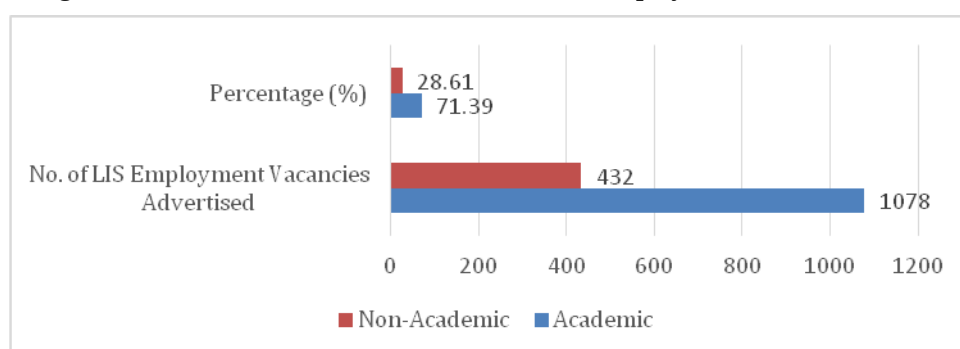
Sr. No.	Pay Level of Employment Designation Advertised (7 th CPC)	Pay Scale of Employment Designation (7 th CPC)	No. of LIS Employment Vacancies Advertised	Percentage (%)
1	6	35400-112400	480	31.79
2	7	44900-142400	202	13.38
3	1	18000-56900	187	12.38
4	Not prescribed	-	142	9.40
5	5	29200-92300	109	7.22
6	10	57700-182400	60	3.97
7	10	56100-177500	53	3.51
8	14	144200-218200	46	3.05
9	3	21700-69100	39	2.58
10	11	67700-208700	38	2.52
11	4	25500-81100	34	2.25
12	2	19900-63200	29	1.92
13	12	78800-209200	25	1.66
14	13	123100-215900	23	1.52
15	13A	131400-217100	23	1.52

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16	8	47600-151100	14	0.93
17	12	79800-211500	5	0.33
18	9	53100-151100	1	0.07
Total			1510	100.00

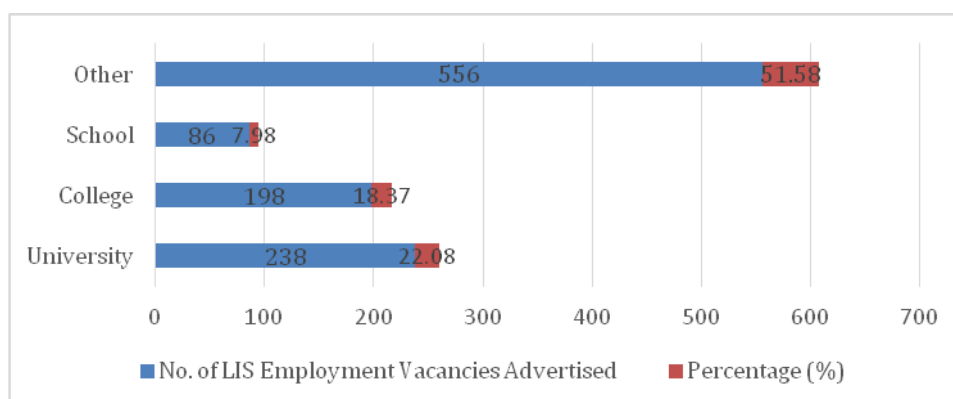
The table indicates that Pay Level 6 (₹35,400–1,12,400) is the most common salary bracket for LIS professionals, accounting for 31.79% of vacancies, suggesting mid-level positions dominate hiring. Pay Level 7 (₹44,900–1,42,400) and Pay Level 1 (₹18,000–56,900) follow, covering 13.38% and 12.38% of roles, respectively, reflecting a mix of entry-level and mid-senior opportunities. Higher pay levels (e.g., Level 14, ₹1,44,200–2,18,200) are rare (3.05%), indicating limited senior leadership openings in the LIS sector.

9.6 Employer Organization-wise Distribution of Advertised LIS Employment Vacancies



The data shows that 71.39% of LIS job vacancies come from Academic Institutions, while non-academic organizations (libraries, government bodies, etc.) account for 28.61%. This indicates that educational institutions are the primary employers for LIS professionals. However, a significant portion of opportunities still exist in Non-Academic organizations.

9.7 Academic Employer Organization-wise Distribution of Advertised LIS Employment Vacancies



The data shows that within academic institutions, 51.58% of vacancies fall under an unspecified ‘Other’ category, suggesting diverse hiring sources beyond traditional universities and colleges. Universities (22.08%) and Colleges (18.37%) are the next largest employers, while Schools (7.98%) have relatively fewer openings, highlighting that higher education drives most LIS recruitment.

9.8 Non-Academic Employer Organization-wise Distribution of Advertised LIS Employment Vacancies

Sr. No.	Type of Non-Academic Employer Organization	No. of LIS Employment Vacancies Advertised	Percentage (%)
1	Archives Centre/ Library	179	41.44
2	Ministry/ Govt. Dept.	52	12.04
3	Research Centre/ Org.	46	10.65
4	Tribunal	46	10.65
5	Commission	30	6.94
6	Secretariat	24	5.56
7	Authority/ Regulatory Body/ Bureau	19	4.40
8	Company	11	2.55
9	Training Centre	8	1.85
10	Museum/ Art Gallery	8	1.85
11	Trust/ Foundation	7	1.62
12	Other	2	0.46
	Total	432	100.00

The table highlights that the archives centre/libraries (41.44%) dominate non-academic LIS hiring, indicating a strong demand for preservation and information management. Ministries (12.04%) and Research Bodies/ Tribunals (10.65%) follow, while Corporate roles (2.55%) and Museums/ Trusts ($\leq 2\%$) remain niche, highlighting government-linked sectors as primary employers.

9.9 State-wise Distribution of Advertised LIS Employment Vacancies

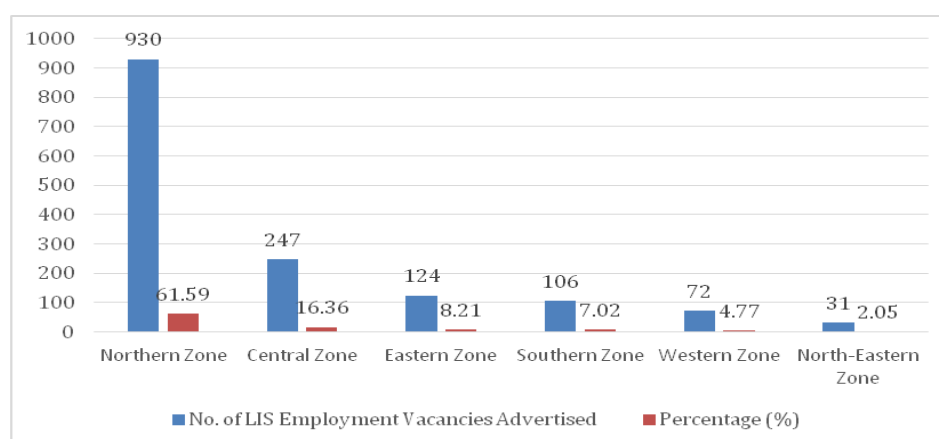
Sr. No.	State where Employer Organization is Located	No. of LIS Employment Vacancies Advertised	Percentage (%)
1	Delhi	825	54.64
2	Uttar Pradesh	182	12.05
3	West Bengal	70	4.64
4	Maharashtra	49	3.25
5	Madhya Pradesh	34	2.25
6	Karnataka	32	2.12
7	Haryana	28	1.85
8	Uttarakhand	27	1.79
9	Andhra Pradesh	26	1.72
10	Odisha	26	1.72
11	Gujarat	23	1.52
12	Jammu-Kashmir	21	1.39
13	Rajasthan	20	1.32
14	Bihar	19	1.26

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15	Punjab	19	1.26
16	Tamil Nadu	15	0.99
17	Kerala	14	0.93
18	Assam	13	0.86
19	Himachal Pradesh	12	0.79
20	Puducherry	12	0.79
21	Jharkhand	9	0.60
22	Meghalaya	7	0.46
23	Telangana	7	0.46
24	Chhattisgarh	6	0.40
25	Sikkim	6	0.40
26	Tripura	3	0.20
27	Manipur	2	0.13
28	Chandigarh	1	0.07
29	Ladakh	1	0.07
30	Mizoram	1	0.07
31	Arunachal Pradesh	0	0.00
32	Dadra-NH & Daman-Diu	0	0.00
33	Goa	0	0.00
34	Lakshadweep	0	0.00
35	Nagaland	0	0.00
	Total	1510	100.00

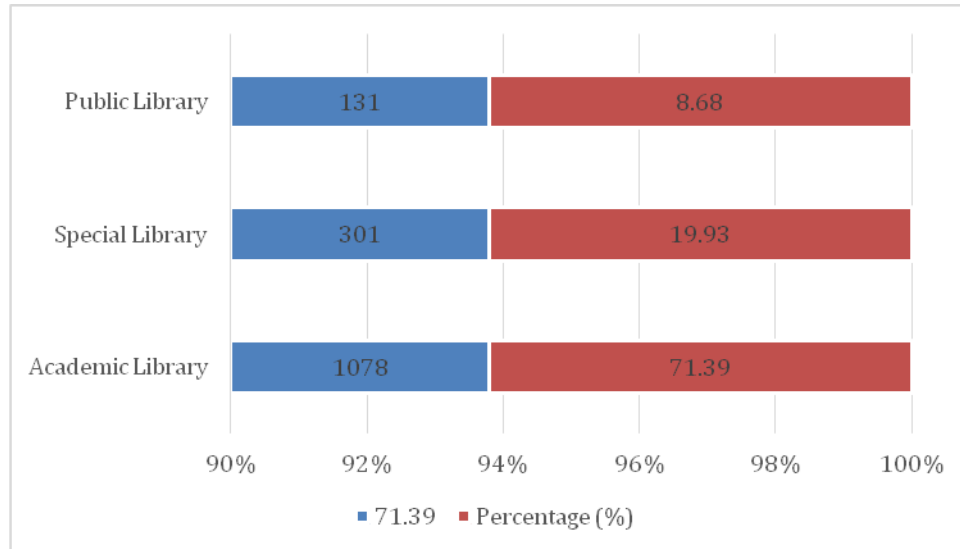
The table presents the state-wise distribution of advertised LIS job vacancies in India, highlighting significant regional disparities. Delhi accounts for the highest share (54.64%) of advertised vacancies, followed by Uttar Pradesh (12.05%), West Bengal (4.64%) and Maharashtra (3.25%), indicating a concentration of LIS job opportunities in a few states. Conversely, several states and union territories, including Arunachal Pradesh, Goa, and Nagaland, reported no LIS job advertisements, reflecting a lack of employment opportunities in those regions during the period.

9.10 Administrative Zone-wise Distribution of Advertised LIS Employment Vacancies



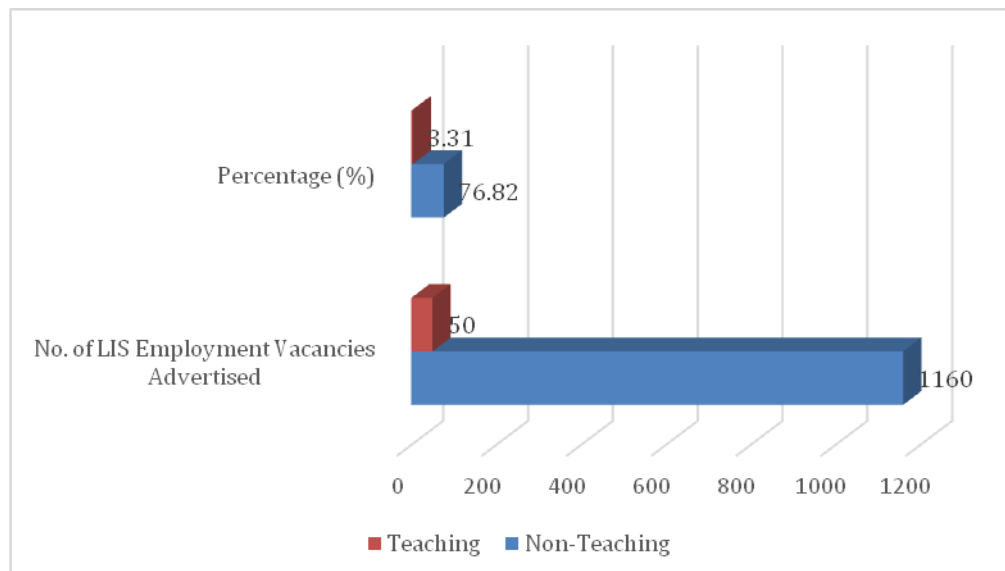
The column chart indicates that the Northern Zone (61.59%) dominates LIS job vacancies, likely due to Delhi/ NCR's high concentration of institutions. The Central (16.36%) and Eastern (8.21%) zones follow, while the Southern (7.02%), Western (4.77%), and North-Eastern (2.05%) zones have significantly fewer opportunities, indicating regional employment disparities.

9.11 Employer Organization's Library-wise Distribution of Advertised LIS Employment Vacancies



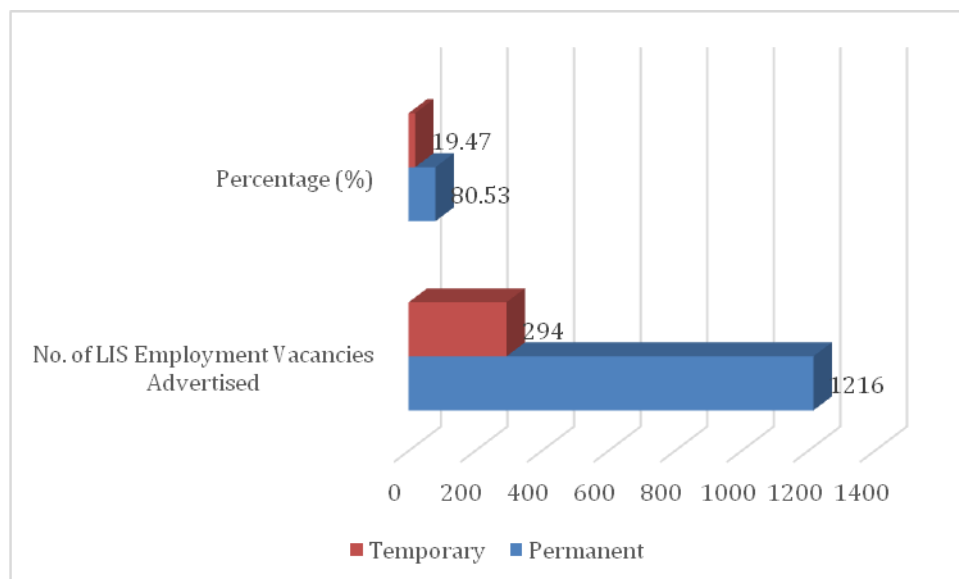
The graph shows that Academic Libraries (71.39%) dominate hiring, reflecting strong demand in educational institutions. Special Libraries (19.93%) (e.g., corporate, research) and Public Libraries (8.68%) have fewer openings, showing a preference for institutional over community-based roles.

9.12 Employment Post's Nature-wise Distribution of Advertised LIS Employment Vacancies



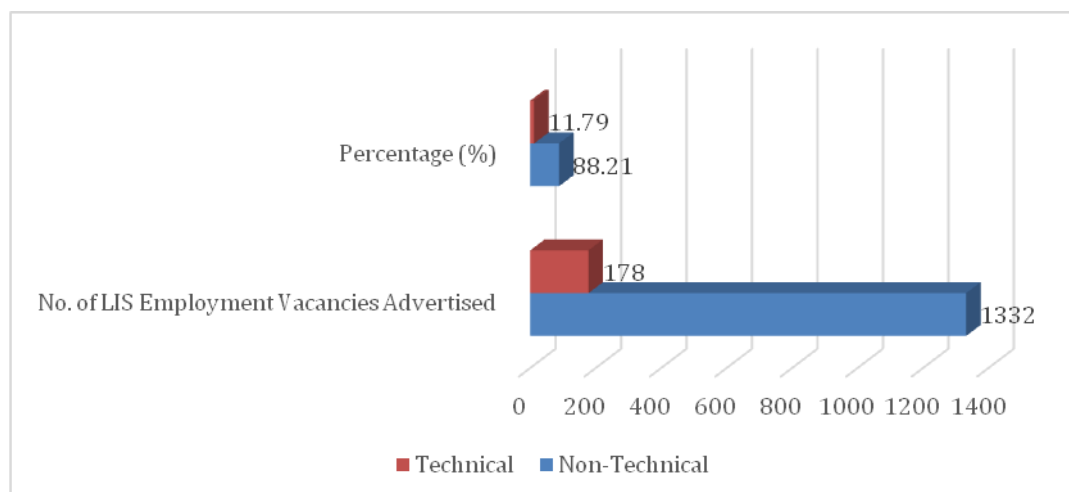
The graph reveals that Non-teaching roles (76.82%) dominate, while 'Teaching' positions (3.31%) are rare, confirming that LIS jobs are primarily administrative, managerial, or technical rather than instructional.

9.13 Employment Post's Vacancy Type-wise Distribution of Advertised LIS Employment Vacancies



The data in the graph indicates that Permanent positions (80.53%) far exceed temporary roles (19.47%), indicating stable career prospects in LIS fields. This suggests long-term employment security is a key feature of the profession.

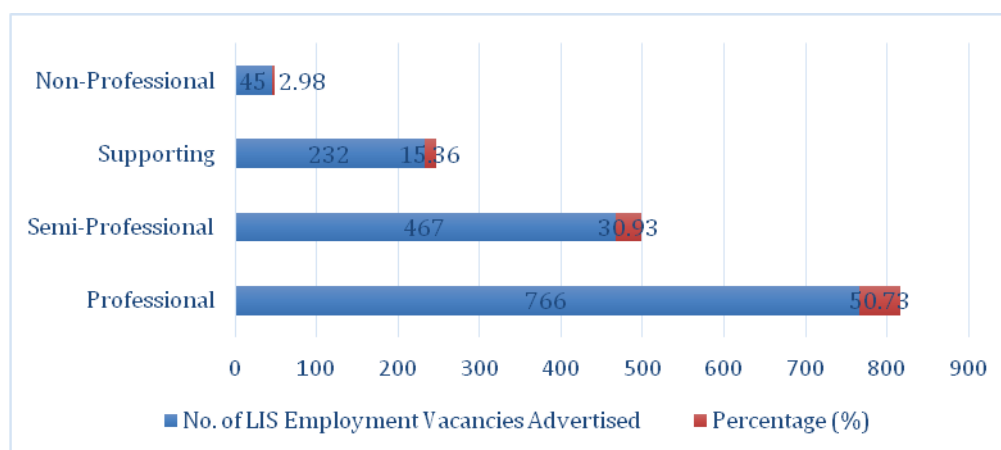
9.14 Employment Post's Work Type-wise Distribution of Advertised LIS Employment Vacancies



Non-technical roles (88.21%) (e.g., cataloguing, management) are far more common than technical roles (11.79%) (e.g., IT-based), suggesting traditional library functions still dominate over digital specialization.

9.15 Employment Post's Working Category-wise Distribution of Advertised LIS Employment Vacancies

The graph shows that Professional (50.73%) and Semi-Professional (30.93%) roles make up most vacancies, while Supporting (15.36%) and Non-Professional (2.98%) jobs are limited. This highlights a demand for skilled LIS professionals over clerical staff.



10. FINDINGS

An analysis of LIS job advertisements published in *Employment News* from 2017 to 2020 reveals several key insights into the employment landscape for LIS professionals in India:

a) Volume of Advertisements and Vacancies

During the four years, 518 job advertisements related to the LIS field were published, announcing 1510 vacancies. This data underscores a steady demand for LIS professionals during that timeframe.

b) Diverse Job Titles

The analysis identified a total of 86 different advertised job titles in the LIS field.

c) Emerging Positions

New roles such as Director General, Library Director, Chief Library Officer, Office Manager (Library Services), Library cum Informatics Officer, Scientific Officer, Technical Officer (Library Science), Information Resource Officer, Deputy Archives Director, Media Tape Librarian, Associate Librarian, Library Pandit, and Map Curator, etc. have emerged, reflecting the evolving nature of the profession.

d) Diverse Nomenclature for Similar Roles

The study found that identical roles were often advertised under different titles. For instance, the 'Library Assistant' position appeared with various prefixes or subtitles, such as Library Information Assistant, Library & Information Assistant, Library Assistant (MTS), Jr/Sr. Library Assistant, etc. This diversity in nomenclature could lead to confusion among job seekers.

e) Prefixes and Subtitles

The title 'Librarian' was presented with various prefixes or subtitles, including Chief Librarian, Head Librarian, Senior Librarian, Junior Librarian, and Librarian cum Documentation Officer, etc., indicating differences in responsibilities across organizations.

f) Variations in Job Advertisement Patterns

The analysis identified inconsistencies in the structure and content of job advertisements, particularly concerning pay scales, job titles, and required qualifications. These variations were not uniform and differed across organizations, indicating a lack of standardization in LIS job postings.

g) Disparities in Pay Scales

Pay scales for similar job titles varied depending on the employing organization. Such disparities suggest the absence of a standardized pay structure across the LIS field, potentially affecting job attractiveness and

candidate decisions. The pay scale for the 'Librarian' designation varied significantly, ranging from Pay Level 5 (₹29,200- ₹92,300) to Pay Level 14 (₹1,44,200- ₹2,18,200) as per the Central Pay Commission (CPC) of the Government of India.

h) Nature of Positions

Most LIS job advertisements were for Non-technical and Non-teaching positions, indicating a significant preference for non-teaching roles in the LIS field. This trend highlights the field's inclination towards administrative and support functions over instructional roles.

i) Demand for Technical Competencies in Specialized Libraries

Special libraries particularly sought candidates with technical competencies, emphasizing skills such as digitization, preservation, archives management, database management, and computer proficiency. This reflects the evolving nature of LIS roles in specialized settings, where technological adeptness is crucial.

j) Dominance of Academic Institutions

Academic institutions offered more jobs for LIS professionals compared to non-academic organizations, with a significant number of openings for the designation of 'Librarian'.

k) Geographical Concentration of Job Vacancies

A significant number of LIS job vacancies were advertised by organizations headquartered in India's Northern Administrative Zone. This regional concentration suggests a higher demand for LIS professionals in certain areas, particularly in and around Delhi.

These insights highlight the employment landscape for LIS professionals in India during the 2017-2020 period, emphasizing the dominance of non-technical roles, the critical demand for technical skills in specialized settings, and the significant contributions of government and academic institutions, particularly in the northern regions.

CONCLUSION

The employment landscape for LIS professionals is expanding, with opportunities arising in both traditional and non-traditional settings. The LIS field offers a broad spectrum of career opportunities that are integral to various sectors. In India, for instance, the public sector has been a significant employer, with academic libraries frequently advertising positions for LIS professionals. This study offers an in-depth analysis of employment opportunities in the LIS field in India based on job advertisements published in Employment News from 2017 to 2020. The findings reveal a consistent demand for LIS professionals, with diverse job roles and emerging designations reflecting the evolving nature of the profession. However, the study also highlights inconsistencies in job titles, pay scales, and qualification requirements, suggesting the need for standardized recruitment practices. Government and academic institutions remain dominant employers, while specialized libraries increasingly seek candidates with technical skills in digitization, database management, and archives. The study further notes a geographic concentration of LIS jobs in northern India, indicating regional disparities in employment opportunities. Overall, these insights emphasize the need for continuous curriculum updates in LIS education to align with industry trends. Future research can expand this analysis to include job advertisements from digital platforms and private-sector employers to provide a more holistic view of LIS employment trends in India.

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