ANALYTICAL STUDY OF PRACTICING LIBRARIANS IN NIGERIA

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ABSTRACT

This study is based on the documentary source of the 2010 publication of National Library of Nigeria (NLN) titled "Nominal list of practicing librarians in Nigeria". The publication was consulted page by page to examine the variables attributed to each librarian listed. Listed librarians were counted to determine their total number. A first degree in librarianship (BLS) or other degree plus a qualifying study certificate in librarianship were used to determine who actually qualifies for this study. Data gathered are tabulated with responses, frequencies and percentages. Under each table is the analysis of its contents followed by interpretations. The study found out among others that there is no provision for gender status, many practicing librarians were not listed, no proper definition of who actually qualifies to be listed as "practicing librarian", and research interests of librarians vary significantly with their areas of specialization. The study recommends provision of gender status, that NLN should partner with NLA to achieve an accurate list of practicing librarians' change the title of the publication to "comprehensive list of practicing librarians, and provide proper description of who qualifies to be listed as a librarian.

Introduction

The National Library of Nigeria (NLN) as one of its numerous functions, as the leading library in the country do compile "Nominal List of Practicing Librarians in Nigeria". The last edition issued is, *according to Ikpaahindi* (2010) "*the fifth* in the series" and is regarded as an update of the previous ones. Though Ikpaahindi (2010) argues that "the list is not an official register of all librarians in Nigeria" it is observable that the 2010 edition upon which this analysis is based provides a guide for the identification of those listed by their full names, qualifications, areas of specialization, membership of professional associations, place of work; state of origin, nationality and telephone number(s).

While it may not be possible due to the present circumstance of our communication system to compile a comprehensive list of practicing librarians in Nigeria, the 2010 compilation provides *an encouragement and challenge for* those not listed to submit their data for publication in the next issue using the questionnaire attached. It must however, be emphasized that not all librarians that graduate in librarianship, practice the professions in libraries. Many are engaged in other profession such as teaching, civil service, customs, banking, army and a host of others. That portends the extent of diversity of the training librarians receive in library schools which equip them to provide services in all

spheres of human endeavour.

Statement of the Problem

The Nominal list of practicing librarians in Nigeria is in its fifth edition today. The major problems that might confront the users might be the total number of practicing librarians in Nigeria, what number comes from a particular geopolitical zone, how many have a first degree, second degree and Ph.D. Other questions that might be asked include how many librarians belong to particular area(s) of specialization and various research profiles provided and is there any difference between their area of specialization and research interest?. This study is carried out to provide answers to some of such questions that might be raised by users of the nominal list of practicing librarians published in the year 2010.

Objectives of the Study

The objective of this analytical study is to bring together in a useful form scattered information about practicing librarians in Nigeria so as to serve as a platform for several comparisons especially, the total number listed, number per geopolitical zone, area(s) of specialization and research profiles.

Methodology

The "Nominal List of Practicing Librarians in Nigeria Volume Five" was the main documentary source used for this analysis. It was consulted page by page and analysis carried out on individually listed librarians. The variables measured in this study include the total number of practicing librarians, their number per geopolitical zone, areas of specialization and research profiles. Librarians with minimum qualification of BLS or any other degree plus a qualifying certificate in Librarianship were used for the study. This is because these set of librarians are widely believed to be the only professionals in librarianship. In this direction, out of the one thousand and thirty (1030) listed, seventy five (75) were screened out because they either have Ordinary Diploma (OD) or Higher National Diploma (HND) and by their positions are referred to as either library officers (LOs) or Technical Library Officers (TLOs) or paraprofessionals. Consequently, only Nine hundred and sixty (960) who have a first degree as mentioned above are studied. By their positions, they are all referred to as Librarians. Unfortunately a major variable omitted from the compilation which could not be studied is the gender status of practicing librarians which in the analysis would have made it possible to compare the number of males and females in the profession.

Review of Related Literature

Saka (2005) made an Analytical Study of Library, Archival and Information Science Professionals in North-eastern Nigeria and found out that "there were 250 professionals and paraprofessionals with DLS, NCE, HND, BLS, MLS and Ph.D altogether in librarianship". The study further revealed that "there are more males than females in the profession". Out of the total number (250) studied he came out with the result that 111 (44.4%), which is the highest number were holders of BLS while only 10 (4%) x awere Ph.D holders. In the area of research profiles, cataloguing and classification as well as library administration and management ranked the highest with 28% and 18.43% respectively. His study also discovered that 114(45.6%) of the professionals are working in academic libraries while 4 (1.6%) neither work in any libraries nor the parastatals. Meanwhile, Born was found out to be the state with the highest concentration of professionals with

99(39.6%). He then recommended that the BLS and MLS holders should be encouraged to pursue higher degrees and should engage in research in other fields of librarianship. Saka's study is related to the present one in the sense that the numbers of professionals in a particular geopolitical zone, North-Eastern of Nigeria, their qualifications areas of work and research interest were determined. However, it is different from the present one in the sense that the present study covers the whole of the country's six geopolitical zones.

Onatolu (2000) also studied "Career Development and Movement of librarians in a Nigerian University Library". He used Ogun State University Library (OSUL), Ago-Iwoye as a case study. He found out that, between 1984 and 1998, 25 professionals were employed and that 20 (80%) were professionally qualified in including those with MLS, PGD, BLS, and DLS while 5 (20%) with BSC, SSSE and TTCII were regarded as paraprofessionals. Onatolu's study is a mix up of who qualifies as a librarian since it includes the DLS (Diploma) in Library studies/Science as professionals. The present study recognizes those with first degree in librarianship e.g. BLS, BLIS, BA (LS) BSC(LS) as professionals. This situation therefore, calls for a documented standard on who qualifies as a professional in Nigeria. In addition to that, the professional name of "*Librarians, Documentalist and Archivists*" should be reframed to reflect the current complexity of the profession.

In view of the above Lelo (1993) after reviewing the "various shades of activities librarians carry out in various places of work" observed that the profession of those usually call librarians documentalist and archivists is becoming wide and many areas of specialization Because of these diversity of activities and specialisation one wonders if these professionals are still to be called librarians, documentalists or archivists Because of their use and familiarity with new information. The profession of what is usually called librarians, documentalists and archivists is becoming wide and with many areas of specialization. Because of all this diversity of activities and specialization, one can wonder if these professional (sic) can still continue to be called librarians, documentalists or archivists. Because of their use and familiarity with new technologies, the complexity and professional interaction of their working environment, the exigency of the users and the profession, they have become more than what they have been in the past. That is why the tendency is now to call then information specialists or information professionals.

The above observation, this researcher believes is expected to produce a good result when identifying between the various categories of those who choose to work in the library.

Data Analysis and Discussion

The data analysed and discussed below is strictly based on the "Nominal List of Practicing Librarians in Nigeria Volume Five" compiled by the National Library of Nigeria, 2010.

Table 1: Frequency Distribution of the Number of Practicing Librarians Listed

S/N	Qualification	Frequency	Percentage %
1	1st Degree and above	955	92.27
2	OD/OND/HND	75	7.25
3	Ungraded	5	0.48
4	Total	1035	100

The above table shows that a total of one thousand and thirty five "librarians" were listed in the publication. After carefully scrutinizing the qualification of each individual, it was discovered that nine hundred and fifty five, constituting 92.27% qualify as professionals. They are those who have a first degree and above. Meanwhile, five (5) amounting to 0.48% of the list were not graded. A careful examination of their positions in their various places of work reveals that they are qualified librarians and therefore, also qualify to be included in this study. In view of that, a total number of nine hundred and sixty (960) (92.75%) of librarians covered by the nominal list qualify as librarians and used for this study. On the other hand, the table also shows that 75(7.25%) that make up the list do not qualify to be studied as they only have Ordinary Diploma (OD), Ordinary National Diploma (OND) or Higher National Diploma (HND). These categories of "Librarians" belong to the cadre of Library Officers (LOs) or Library Technical Officers (LTOs).

An observation of the above result shows that certainly, there could be more qualified practicing librarians in Nigeria than what is contained in the current nominal list. This becomes evident when one puts into consideration the number of educational institutions and organizations, both public and private where library services are provided across the breadth and length of Nigeria. This calls for extra effort on the part of the compiler, the NLN in ensuring that most practicing librarians are covered in a future list. This may necessitate a change in the title from "Nominal" to "Comprehensive" list of practicing librarians in Nigeria.

Table 2: Frequency distribution of practicing librarians by geopolitical Zones of Nigeria

S/N	Political Zones	No. of Librarians	Percentage %
1	North-Central	197	20.52
2	North-East	78	8.13
3	North-West	101	10.52
4	South-East	218	22.71
5	South-South	161	16.77
6	South-West	203	21.15
7	Federal Capital Territory (FCT)	1	0.10
8	Others (Sierra-Leone)	1	0.10
	Total	**960**	**100**

The above table shows that majority of practicing librarians in Nigeria listed in the "Nominal list of practicing librarians in Nigeria" comes from the South-East geographical zone of the country with 218(22.71%). This is followed by those from the South West and North Central geopolitical zones with 203(21.15%) and 197(20.52%) respectively. The south-south, north-west and north-east follows with 161(16.77%), 101(10.52%) and 78(8.13%)xxxx practicing librarians respectively. FCT and Sierra-Leone trailed behind the others by producing 1(0.10%) practicing librarian each.

The above figures listed for each zone could said to be fair. However, as observed earlier, there is the need to ensure that more effort is put in place to release a more accurate and reliable figures for practicing librarians in Nigeria in the future. This is because this researcher, having put into consideration the number of public libraries, academic libraries, special/research libraries etc. that spring up in Nigeria today came with a conclusion that the numbers could be higher in each of the zones. In order to achieve reliable and accurate figure of practicing librarians in future, the National Library of Nigeria (NLN) should partner particularly with the Nigerian Library Association (NLA) whose objectives, among others include:

- To unite persons interested in Libraries, Librarianship and information services
- To safeguard and promote professional interests of librarians
- To promote the establishment and development of libraries and information centres.
- To promote and encourage bibliographical study, research and library cooperation ... (NLA, 2009 p. 14).

Table 3: Frequency distribution of qualified practicing librarians by their qualifications

S/No	Qualification	Responses	Percentage %
1	1st Degree	481	50.10
2	Masters	451	46.98
3	Ph.D	28	2.92
	Total	960	100

The above table reveals that majority of librarians listed in the "Nominal list of practicing librarians in Nigeria," that is 481 (50.10%) have a first degree mostly in librarianship and few in other fields. Similarly, 451(46.98%) of the practicing librarians have masters degree. Majority of such masters are also in librarianship while a few are from other disciplines. Lastly, 28(2.92%) of practicing librarians have PhD which is the peak of the professional qualification.

A casual look at the above results indicates that despite the fact that majority of librarians fall within the 1st degree group, librarians have not relented in acquiring higher degrees in the profession to either make them perform more effectively and efficiently in their present positions, to become more competitive in the labour market and or earn higher positions (by promotion) where they currently work. This is reflected by a good percentage

of 46.98% who have masters degree and (2.92%) of those with Ph D.

A closer look at those who have Masters degree and above also indicate that majority of such librarians work in academic environments where acquisition of higher degree determine to a great extent one's promotability. Additionally, acquisition of higher degree is also sine qua non with one's ability to publish which is also one of the conditions of being promoted from one level to the other in academic circles.

It is noteworthy and a healthy situation too that the profession has produced 28 PhD holders (as per the current nominal list). It is the observation of this researcher that within a foreseeable future, the number of Ph.D holders in librarianship will double or even more, as many holders of Masters Degree have indicated that their Ph D is "in view". Thus, Librarianship is not a profession for lackadaisical type of people but for those whose sky is the limit, as far as acquisition of knowledge is concerned. Meanwhile, this finding is related to that of Saka (2005 p.3) where he discoursed that "most professionals in the North-Eastern Nigeria geopolitical zone 111(44.4%) have a first degree followed by MLS 39(15.6%) and Ph D, 10(4%)".

Table 4: Frequency Distribution of Practicing Librarians by Areas of Specialization

S/No	Area of Specialization	Frequency	Percentage (%)
1	Library and Information Science (general)	116	12.08
2	Library Cooperation	1	0.10
3	Readers'/User Services	35	3.66
4	Cataloguing and classification	224	23.33
5	Information and Communication Technology	94	9.79
6	Library Administration and Management	64	6.67
7	Indexing and Abstracting	23	2.40
8	Collection Development	32	3.33
9	Health/environmental Information	3	0.31
10	Reference Service	94	9.80
11	Special/Research Libraries	16	1.67
12	Serials Collection and Management	18	1.88
13	Information Management and documentation	23	2.40
14	Library Automation	23	2.40
15	Academic Library	16	1.67
16	User Education	11	1.15
17	Reading Habits	3	0.31
18	Archival studies and Management	5	0.52

19	Public Library	11	1.15
20	School Library	20	2.10
21	Library Communication	1	0.10
22	Teaching	1	0.10
23	Medical Librarianship	7	0.73
24	Theological Librarianship	1	0.10
25	International Relationship	2	0.21
26	Research and Development	9	0.94
27	Preservation of library materials	6	0.63
28	Law Librarianship	9	0.94
29	Community Information Service	1	0.10
30	Bibliometrics	2	0.21
31	Bibliography/Bibliography Services	9	0.94
32	Software Development	1	0.10
33	Sociology of Library Science	2	0.21
34	History of Libraries	2	0.21
35	Information Seeking Behaviour	1	0.10
36	Agricultural Information	1	0.10
37	Marketing Information	1	0.10
38	Guidance and counseling	1	0.10
39	Legal deposit collection	1	0.10
40	Library Funding and Management	1	0.10
41	Publishing /Book Trade	3	0.31
42	Setting up of libraries	1	0.10
43	Career Development /Job satisfaction	2	0.21
44	Broadcasting	1	0.10
45	Information Packaging and delivery	1	0.10
	Others (Not specific)	61	6.35
	Total	960	100

Table 4 above reveals that librarianship is a very wide profession with professionals specializing in forty five (45) areas. This is even though some areas of specialization have been combined by this researcher. Such areas include among others, cataloguing and classification, library and information science, publishing and book trade and information packaging and delivery etc. The table further shows that cataloguing and classification ranked the highest with 224 representing 23.33% practicing librarians. This is followed by Library and Information Science (general) practioners with 116 (12.08%). Information and Communication Technology and Reference Services providers follows with 94(9.79%) each. Library Administration / management professionals ranked the 4th with 64(6.67%). This is followed by a good number of librarians, 61 (6.35%) who did not disclose their areas of specialization. Readers/user services librarians ranked next with 35, representing 3.66%. Seventh in the ranking of librarians are 32 (3.33%) who are engaged in collection development while those engaged in indexing and abstracting;

information management and documentation and library automation place 8th in the rank with a frequency of 23 (2.40%) each respectively. In the 9th position are 20 (2.10%) of the librarians that specialize in the area of school library services followed by 18(1.88%) who specialize in serials collection and management. 32, 16(1.67%) each of the librarians specialize in special / research and academic libraries respectively. Next are 2 sets, 11 (1.15%) each of the librarians practice user education and public library services respectively. Another 3 sets, of the practicing librarians with the frequencies of 9(0.94%) each specialize in research and development; law librarianship and bibliography/bibliographic services in that order. Seven of the librarians (0.73%) follows this group and specialize in medical librarianship while 6(0.63%) of them are next in the ranking order and specialize in preservation of library materials. Three sets of librarians with frequencies of 3 (0.31%) each specialize in health/environmental information; reading habits and publishing book trade in that order. Following this are 5 sets of librarians with 2(0.21%) each that specialize in international relationship; bibliometrics; sociology of library science; history of libraries and career development / job satisfaction respectively. Last on the list are 1(0 10%) each of the librarians who specialize in library cooperation; library communication; teaching; theological librarianship; community information service; software development; information seeking behavior; agricultural information; marketing information; guidance and counseling; legal deposit collection; library funding and management; setting up of libraries; broadcasting; and information packaging and delivery.

The statistics above shows that areas of specialization represented by very low frequencies between 1-10 could be a reflection of the fact that librarians are not too keen in taking up those areas. There is therefore the need to fill up the gap by encouraging future generation of librarians to take them up in order to provide balanced library and information services to the generality of Nigerians in all fields of endeavour.

Table 5: Frequency Distribution of Librarians by Areas of Research Interest

S/No	Area of Research Interest	Frequency	Percentage (%)
1	Attitude of Librarians	2	0.21
2	Information Seeking Behaviour	5	0.52
3	Library Administration and Management	43	4.50
4	Information Science	22	2.30
5	Information Management	25	2.60
6	Special Libraries	19	2.00
7	School Libraries	24	2.50
8	Virtual Libraries	2	0.21
9	Cataloguing and classification	73	7.60
10	Automated cataloguing	2	0.21
11	Digitization of libraries in Nigeria	9	0.94
12	Human resources Management	9	0.94

13	Libraries and E-resources management	2	0.21
14	Role of Cataloguers	1	0.10
15	Continued relevance of librarians in a Digital environment	1	0.10
16	Peace and conflict studies	1	0.10
17	Economic Affairs	1	0.10
18	Root crops	1	0.10
19	Job satisfaction	1	0.10
20	Library strategic studies	3	0.31
21	Law Libraries	11	1.15
22	Bibliography	11	1.15
23	Library and Information services utilization	20	2.08
24	Library Security	1	0.10
25	Internet connectivity and utilization	7	0.73
26	Revenue Generation in public libraries	1	0.10
27	Medical libraries	5	0.52
28	Indexing and Abstracting	11	1.15
29	Computer ad Apathy	1	1.15
30	Collection Development	27	2.81
31	International Relationship and foreign Policy	3	0.31
32	Rural Information Service	6	0.63
33	Readership promotion	7	0.73
4	Marketing of library resources and services	5	0.52
35	Publishing and Book Trade	12	1.25
36	Information Literacy and knowledge management	4	0.42
37	Library standards and philosophy	2	0.21
38	Serials Collection and Management	9	0.94
39	History of Libraries	1	0.10
40	Evaluation of Library resources and services	3	0.31
41	Information storage and retrieval	2	0.21
42	Relevance of indigenous information	1	0.10
43	Leadership Roles in Libraries	1	0.10
44	Business Information	1	0.10
45	Factors affecting library patronage In Nigeria	1	0.10
46	Library Users' relationship	1	0.10
47	Reference services	37	3.90
48	Information and communication Technology (ICT)	161	16.80
49	Information resource sharing and networking	7	0.73
50	Information Needs and resources utilization	21	2.20
51	Archival and records management	10	1.04
52	Library Automation	41	4.27
53	Readers' / users' Services	18	1.90
54	Reading Habits	8	0.83
55	Librarianship (general)	17	1.80

56	Impact of ICT in the society	1	0.10
57	E-libraries and Administration	9	0.94
58	Employee motivation and productivity	6	0.63
59	Preservation and Conservation of library materials	12	1.25
60	Academic libraries	17	1.80
61	User studies/education	22	2.30
62	Health / environmental information studies	7	0.73
63	Library Ergonomics	1	0.10
64	Public libraries	7	0.73
65	Bibliometrics	6	0.63
66	Oral Literature	2	0.21
67	Public relations	1	0.10
68	Information communication	2	0.21
69	Library services to the handicapped	2	0.21
70	Research and development	8	0.83
71	Library Development	3	0.31
72	Petroleum	1	0.10
73	Book Donation Programmes	1	0.10
74	Politics	1	0.10
75	Alternative sources of funding	1	0.10
76	Information infrastructure in Developing countries	1	0.10
77	Training of cataloguers	1	0.10
78	Biography	2	0.21
79	Information explosion	1	0.10
80	Mutilation of library materials	1	0.10
81	Disaster and risk management	2	0.21
82	Implication of information Technology on reference service	1	0.10
83	Information end the society	6	0.63
84	Database management	1	0.10
85	Information policy	1	0.10
86	Copyright	1	0.10
87	The status of microform resources in the 21st century	1	0,10
88	Information as a sources of poverty alleviation	1	0.10
89	Budgeting techniques and funding of libraries	2	0.21
90	Management of change in libraries and information centres	1	0.10
91	Libraries as sources of intellectual Development	1	0.10
92	Local content in librarianship	1	0.10
93	Techno stress	1	0.10
94	Authorship and publications	1	0.10
95	Human right/Gender sensitivity	1	0.10
96	User frustration in libraries	1	0.10
	Others (not specified)	101	10.52
	Total	**960**	**100**

Table 5 above reveals that the highest number, 161 (16.80%) of practicing librarians devote their time in research on ICT. This is followed by 101 (10.52%) of those who prefer to remain mute about their research interests. Next are 73 (7.60%) whose research interest is in cataloguing and classification. The table further shows that 43 (4.50%) and 41(4.27%) engage in the study of Library Administration and management and library automation respectively.

Followed by these are 37(3.90%) of practicing librarians whose research interest is in the area of reference services. Next are 27 (2.81%); 25 (2.60%); two sets of 24 (2.50%); 22(2.30%); 21 (2.20%) and 20 (2.08%) whose research interests are collection development; information management; school libraries; information science and user education; information needs and resources utilization; and library and information services utilization in that order. Next in ranking are 19(2.00%); 18(1.90%); two sets of 17 (1.80%) each; two sets of 12(1.25%) each; three sets of 11(1.15%) each; and 10(0.04%) of those whose research interests are in special libraries; readers/users services; librarianship (general); academic libraries; publishing and book trade; preservation and conservation of library materials; law libraries, bibliography, indexing and abstracting; and archival and record management respectively.

Finally, these are followed by four sets of 9(0.04%) each; two sets of 8(0.83%) each; four sets of 7(0.73%) each; four sets of 6 (0.63%) each; 3 sets of 5(0.52%) each; 4 (0.42%); four sets of 3(0.31%) each; eleven sets of 2(0.21%) each; and the lowest in the rank, thirty nine sets of 1(0.10%) each of practicing librarians whose research interests include Digitization of Libraries in Nigeria; Human Resources Management, Serials Collection and Management; E-libraries and Administration; Reading Habits and Research and Development; Internet connectivity and utilization, Readership Promotion; Information Resources Sharing and networking, and Public Libraries; Rural Information Services, Employee Motivation and Productivity, Bibliometrics and Information and the Society; Information Seeking Behaviour, Medical Libraries and Marketing of Library Resources and Services; Information Literacy and Knowledge management; Library strategic Studies, International Relationship and Foreign Policy,

Evaluation of Library Resources and Services, and Library Development; Altitude of librarians, Automated Cataloguing, Libraries and E-Resources Management, Library Standards and Philosophy, Information Storage and retrieval, Oral Literature, Information Communication, Library Services to the Handicapped, Biography, Disaster and Risk Management and Budgeting Techniques and funding of libraries: and lastly, role of cataloguers, continued relevance of librarians in a Digital Environment, peace and Conflict Studies, Economic Affairs, Root Crop, Job Satisfaction, Library Security,

Revenue generation in public libraries, computer and Apathy, History of Libraries, relevance of indigenous information, Leadership Roles in Libraries, Business Information, factors Affecting Library patronage in Nigeria, Library users relationship, impact of ICT in the society, Library Ergonomics, Public Relations, Petroleum, Book Donation Programmes, politics, Alternative sources of funding,

information infrastructure in Developing countries, Training cataloguers, Information Explosion, Mutilation of Library materials, implication of ICT on Reference Service, Database Management, Information Policy, copyright, the status of microform resources in the 21st century, information as source of poverty Alleviation, management of Change in Libraries and Information Centres, Libraries as sources of intellectual development, Local content in Librarianship, Techno Stress, Authorship and publications, Human Rights/Gender Sensitivity, and Users frustration in Libraries.

From the above analysis, it could be gathered that the extent of wideness of librarianship as a profession is exemplified in Table 5 which shows that librarians have 96 research profiles, more than double their areas of specialization as shown in Table 4. This is to say that the areas of research interests of librarians are more varied than their areas of specialization. Infact, there could be more. The major factor responsible for this trend of event could be as a result of current trends and efforts made in providing library and information services to the community of users within the twinkle of an eye in all ramifications and irrespective of geographical barriers using ICT and related electronic gadgets as tools combined with, in some cases conventional practices

The extent to which libraries have shied away from indicating their areas of research interests in alarming. However, this researcher wishes to observe that most librarians in this category are those with first degree and have recently graduated.

The interest shown in the study of ICTs in various forms as shown in Table 5 is also a pointer to the fact that irrespective of the initial fears which introduction of ICT brought, librarians are trying their possible best to grasp its installation, operation management and utilization. Such efforts need to be encouraged, especially from the library schools and individual libraries for sustainability.

Findings of the Study

1. The National Library of Nigeria (NLN) which is the apex library and compiler of the nominal list of librarians in Nigeria does not seem to distinguish between qualified librarians and other categories of library workers. This has led to the confusion in the membership of Nigeria Library Association (NLA) and subsequent listing of those with certificates below a first degree.
2. The distribution of questionnaires to librarians for the purpose of listing them is defective.
3. Provision is not made for the identification of the gender status of librarians which makes it impossible to compare the number of males and females involved in the practice of the profession.
4. All areas of specialization and research interests indicated are not equally represented by librarians.
5. Librarians with first degree were observed to constitute majority of those who could not pin pout a particular areas of specialization and research.

Recommendations

The NLN and NLA should seek to provide solutions to the problem of the qualification of its members or who actually qualified to be called a

librarian.If the" Nominal list of practicing Librarians in Nigeria" is intended to cover everybody, irrespective of qualification that works in the library, the title should be changed to " Nominal List of Library Workers in Nigeria".

1. If in the future, most qualified practicing librarians in Nigeria are to be listed, the title should be reframed to " Comprehensive List of Practicing Librarians in Nigeria."
2. In order to achieve an accurate and reliable figure of practicing librarians in Nigeria, the NLN should partner with the Nigerian library Association in the compilation of the list.
3. Provision should be made for gender status of librarians in the future compilation of the nominal list.
4. There is need for fair representation of librarians in all areas of specialization and research profiles.
5. Library schools' curricula should be reviewed to provide for vigorous research methods for undergraduates so as to participate effectively in research activities with their senior counterparts.

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