

SOCIO-ECONOMIC STATUS OF WOMEN LIBRARIANS WORKING IN AFFILIATED COLLEGES UNDER DIRECTORATE OF HIGHER EDUCATION MAHARASHTRA: A STUDY



Veena Tiwari¹ and Tukaram Ramchandra Borse²

INTRODUCTION :

Profession is any occupation which is paid for and requires skill and essential educational qualification in the same subject. Librarianship is the profession devoted to apply theory and technology to the creation, selection, organization, management, preservation, dissemination and utilization of collections information in all formats. Librarianship in India has made significant progress in a short span of time. Indian Librarianship first became really important when the late Dr.S.R. Ranganathan joined the profession in 1924. Librarians are getting the status of teaching faculty but considered to be a non vocational staff. Librarianship is assumed to be the profession of women's. A good position is occupied by women's in librarianship throughout the world. In the first University school of librarianship the women comprised the majority (seventeen out of twenty) of the entire class. The status of women librarians has to be measured by the actual position occupied by women in the society, family, Libraries and with in economic power structure.

ABSTRACT

In this article socio-economic status of the women librarians working in the affiliated colleges, under the directorate of higher education, Maharashtra have been studied. The author has been tried to find their father's and spouse's educational qualification, their occupation and income to reveal the socio economic status of women librarians as family's status play a major role in defining the socio-economic status of women librarians.

KEYWORDS : women librarians, socio-economic status, librarianship.

SHORT PROFILE

Veena Tiwari is Librarian at SIHMCT,Lonavala Savitribai Phule Pune University. He Has Completed B.SC., B.LIB , M.LIB , M.PHIL . , NET.

Literature Review

Unlike other recognized profession, after 1960 librarians have started getting due social recognition, but their social status is still under estimated¹ The professional status to librarianship has been recognized quicker in India than any other country.² Higher percentage of professionals were satisfied with their positions, job status and working conditions.³

Women have played significant role in librarianship and have been quite successful librarians, though the profession has been initially dominated by men in numbers.⁴ Long back Cuba had declared librarianship a women's vocation⁵. Librarianship were found to be a women's profession, i.e., a profession in which an atypically high percentage of employed professionals and degree recipients are women.⁶ After teaching, librarianship is the second most favorite profession for women in India⁷ Today's women has been awarded to gain her prestige and status, self esteem and respect in the libraries⁸ Women academic librarians were found to hold a positive and unique

¹Librarian , SIHMCT,Lonavala Savitribai Phule Pune University .

²Librarian and HOD, Dept.of Library and information science North Maharashtra University, Jalgaon.

occupational role identity⁹ Women library professionals seems to be happy with their jobs.¹⁰ The impact of gender, race, and ethnicity on earnings in library science found no significant differences between men and women or between racial and ethnic groups.¹¹

Aims and objectives

- To study the social and economic status of the women librarians in different Institutions.

Scope and limitations

This study is restricted to the Socio-economic status of women Librarians of the colleges under the directorate of higher education, Maharashtra. The study is limited to the women's librarians that are only 245 in numbers out of 1081 colleges under these divisions.

Methodology and Data Collection

Present study will be completed with the help of survey method. A survey method of research consists of asking questions to a representative cross-section of the population at a single point of time. The persons to whom the questionnaire asked are called survey respondents. Here the survey respondents are the women librarians of affiliated colleges under the directorate of Higher Education, Maharashtra.

Here the data has been collected directly from the sample using questionnaire. Questionnaire were distributed personally / posted / mailed to the sample population i.e. to all the women librarians' .Out of 245 women librarians only 184 (75%) responded to the questionnaire.

Data interpretation

Age group

The distribution of women librarians according to their age group has been shown in table no.1 which indicates that out of 184 respondents the percentage of women librarians'

falls in the age group 25-30 years is 4.35. Percentage of women librarians' falls in the age group 31-35 years is 14.13, percentage of women librarians' falls in age group 36-40 years is 26.09, women librarians' falls in age group 41-45 years are 26.63 in percentage. 17.93 percentage falls in the age group 46-50 years. 4.35 percentage is in age group 51- 55 years and the percentage of women librarians fall in age group 56 above is 6.52.

Table no.1: Age group of the women librarians

Age Group	Respondents	Percentage (%)
25-30 years	8	4.35
31-35 years	26	14.13
36-40 years	48	26.09
41-45 years	49	26.63
46-50 years	33	17.93
51-55 years	8	4.35
56 above	12	6.52
Total	184	100

Religion

With regard to the breakup of respondents according to their religion, Table no.2 reveals that overwhelming majority i.e.88.04 percentage of them are Hindus. The percentage of Muslims and Buddhist is 4.35 and 3.8 respectively. The number of Christian, Jain and Sikh is just negligible.

Table no.2: Religion wise distribution of women Librarians

Religion	Respondents	Percentage (%)
Hindu	162	88.04
Muslim	8	4.35
Buddhist	7	3.8
Christian	3	1.63
Jain	2	1.09
Sikh	2	1.09
Total	184	100

Caste Category

Caste is a major factor to determine the socio-economic background of a person. The breakup of the respondents according to it is shown in Table no.3.

Table no.3: Cast categories of the women librarians

Caste Category	respondents	Percentage (%)
Open	124	67.39
Schedule caste	32	17.39
Other backward category	26	14.13
NTC/ VJNT	2	1.09
Total	184	100

Out of the present 184 women librarians a great percentage of respondents i.e. 66.85 belongs to open category and only 33.15 percentage belongs to reserved category out of which the percentage of Schedule caste is 17.39, Other backward category is 14.13 in percentage and a very negligible percentage i.e. 1.09 are NTC/VJNT.

Domicile

Since Maharashtra is surrounded by Gujarat, Madhya Pradesh, Chhattisgarh, Telangana, Karnataka and Goa and Mumbai is called India's business and financial capital, the women librarians working belongs to different states of India.

Table no.4: Domicile of the women librarians

Domicile	Respondents	Percentage (%)
Maharashtra	166	90.22
Gujarat	2	1.09
Kerala	6	3.26
Karnataka	3	1.63
Punjab	1	0.54
Rajasthan	1	0.54
Tamilnadu	1	0.54
Madhya Pradesh	2	1.09
West Bengal	2	1.09
Total	184	100

A perusal of the Table no.4 reveals that maximum percentage i.e. 90.22 of the respondents belongs to Maharashtra itself. Women librarians belonging to Kerala are 3.26 in percentage. Respondents from other states are negligible. The women librarians belonging to other states have married persons residing in Maharashtra.

Marital status

So far marital status of women librarians in Maharashtra is concerned, the data has been analyzed in table no.5, which shows that maximum percentage of them are married i.e. 90.22. The percentage of unmarried women librarians is Only 7.6. While the percentage of Widows and divorced is 1.09 each.

Table no.5: Marital status of the women librarians

Marital Status	Respondents	Percentage (%)
Married	166	90.22
Single	14	7.6
Divorced	2	1.09
Widow	2	1.09
Total	184	100

Schooling background

Breakup of the respondents according to their schooling background is given in Table no.6, which shows that the percentage of women librarians studied in the Government schools is 48.37. Percentage of them studied in Private and public Schools are 38.59 and 13.4 respectively.

Table no.6: Schooling background of the women librarians

Schooling Background	Respondents	Percentage (%)
Government School	89	48.37
Private School	71	38.59
Public School	24	13.4
Total	184	100

Medium of instruction at school level

With regards to the medium of instruction at school level, the government schools invariably impart education in English or the language of the state in which it is located. Various private as well as public schools have English as the medium of instruction. The figures shown in Table 7 justify this statement.

Medium Of Instruction	Respondents	Percentage (%)
English	54	29.35
Hindi	7	3.8
Marathi	113	61.42
Urdu	4	2.17
Gujarati	2	1.09
Kannada	1	0.54
Malayalam	2	1.09
Punjabi	1	0.54
Total	184	100

Above table no.7 reveals that maximum percentage of librarians i.e. 61.42 had Marathi as their medium of instruction at school level as it is the regional language of Maharashtra, women librarians having English as the medium of instruction at school level is 29.35 in percentage. The percentage of Women librarians had Hindi and Urdu as medium of instruction at school level is 3.8 and 2.17 respectively. Very few librarians had Gujarati, Kannada, Malayalam, and Punjabi

as other regional languages as medium of instruction at school languages.

Ownership of houses

Ownership of houses possessed by a person is another measure of his/her status in the society. Table no. 8 shows that the maximum numbers of women librarians are having their own houses, within they are residing. Their percentage is 84.78, percentage of women librarian residing in rented houses is 13.59 and only negligible percentage of women librarians' i.e.1.63 residing in government accommodations.

Table no. 8: Ownership of houses

Dwelling	Respondents	Percentage (%)
Government	3	1.63
Own	156	84.78
Rented	25	13.59
Total	184	100

Type of houses

Table no.9 reveals the distribution of women librarians according to the type of houses they are living in out of total percentage 33.15 women librarians are residing in Bungalow/villa, the percentage of women librarians residing in flats is 66.85; out of which 35.32 are residing in 2BHK, 22.83 are residing in 3BHK, 4.35 are residing in 1BHK and women librarians residing in 1RK are 4.35 in percentage.

Table no. 9: Type of houses

Type of House	Respondents	Percentage (%)
Villa/Bungalow	61	33.15
Flat	IRK	8
	1BHK	8
	2BHK	65
	3BHK	42
Total	184	100

Type of conveyance owned

Conveyance is a mean of transportation, especially a vehicle. Type of vehicle owned by a

person is another status symbol of women librarians in society.

Table no. 10: Type of conveyance owned

Conveyance	Respondents	Percentage (%)
Only Bike	22	11.96
Only Scooter	51	27.72
Only Car	39	21.19
Bike and scooter	1	0.54
Car & Bike	13	7.07
Car & Scooter	15	8.15
Car , Bike & Scooter	6	3.26
None	37	20.11
Total	184	100

Table no.10 reveals the distribution of women librarians according to the conveyance owned by them for their transportation purpose. The percentage of women librarians having car, bike and scooter is 3.26 .women librarians possessing owns car and bike are 7.07 in percentage. 8.15 percentage of them posses their own car and scooter, the percentage of women librarians having their own cars only is 21.1, Only bike is owned by 11.96 percentage of them, percentage of women librarians owns only scooter as conveyance is 27.72, very negligible percentage i.e. 0.54 of women librarians own Bike and scooter and 20.11 percentage of women librarians have not their own vehicle; they either use public transport or resides near their working place at about walk able distance. Own conveyance is used only for family purpose beyond the library hours.

Membership of club

Membership of various clubs etc also shows the status of a person in the society. So far as the women librarians are concerned, table no.11 shows that the maximum percentage i.e. 80.98 of women librarians is not member of any club whatsoever may be the reason. The percentage of women librarians having Membership of club is 19.02.

Table no.11: membership of club

Membership Of Club	Respondents	Percentage (%)
No	149	80.98
Yes	35	19.02
Total	184	100

SOCIOECONOMIC BACKGROUND OF PARENTAL FAMILY OF THE WOMEN LIBRARIANS.

Educational qualifications of the fathers of the women librarians

Educational qualification of the fathers of the women librarians are given in Table no.12, according to which the percentage of women's librarians whose father are non matric is 4.35, father of 10.32 are matric, father of 13.04 of them are graduate, very little but there are women librarians whose father posses post graduate degree i.e.7.07 in percentage, percentage of father of women librarians having educational qualification 12th and diploma are 1.63 respectively. The fathers of few women librarians holding professional Degree in Engineering is 1.09 in percentage, 1.63 percentage of them are having degree in Law, percentage of women librarians whose father posses' degree in library science is 1.09, although the number of such persons is very small. While 1.09 percentage is even possessing PhD degree. 57.06 percentage women librarians have not indicated qualification of their father.

Table no. 12: Educational qualifications of the fathers of the women librarians

Educational Qualification	Respondents	Percentage (%)
Non Matric	8	4.35
Matric	19	10.32
12 th	3	1.63
Diploma	3	1.63
Graduate	24	13.04
Post Graduate	13	7.07
PhD	2	1.09
Professional Degree		
Engineering	2	1.09
Law	3	1.63
Library science	2	1.09
Not indicated	105	57.06
Total	184	100

Occupation of the fathers of the women librarians

The distribution of women librarians according to the occupation of their fathers is given in table no. 13, which shows that majority percentage of women librarians have not indicated the occupations of their father i.e. 56.52. Women librarians whose father are retired is 40.21 in percentage, fathers of women librarian in agriculture, having their own business and in government service are very negligible.

Table 13: Occupation of the fathers of the women librarians

Occupation Of The Fathers	Respondents	Percentage (%)
Agriculture	2	1.09
Business	2	1.09
Government servant(in Service)	2	1.09
Retired	74	40.21
Not Indicated	104	56.52
Total	184	100

Income of fathers of the women librarians

The income of the parents of (from all sources) of the parents of women librarians is shown in table no.14, according to which highest percentage i.e. 25.54 falls in income group of 10,000- 20,000 rupees per month. Percentage of women librarians falls in income group of rupees

20,001 – 30,000 is 7.07. Those parents who are earning less than 10,000 per month are 3.8 in percentage, while 2.17 of the total percentage fall in income group 30,001-50,000. Negligible parents have their monthly income falls between rupees 50,001-1,00,000 per month. Women librarians have not indicated the income of their parents is 60.33 in percentage.

Table no. 14: Income of fathers of the women librarians

Monthly Income Of Father in (Rs/month)	Respondents	Percentage (%)
Below 10,000	7	3.8
10,000-20,000	47	25.54
20,001-30,000	13	7.07
30,001-50,000	4	2.17
50,001 – 1,00,000	2	1.09
Not indicated	111	60.33
Total	184	100

SOCIO-ECONOMIC BACKGROUND OF WOMEN LIBRARIAN'S OWN FAMILY

Educational qualifications of the spouse of the women librarians

With regard to the educational qualification of the husbands of women librarians Table no.15 reveals that the highest qualification PhD is acquired by 5.44 percentage of husbands of women librarians, percentage of them whose husbands posses post graduate degree is 22.83. The percentage of them whose husbands are graduates is 23.91; husbands of 1.63 percentage of women librarians are diploma holders, A very negligible percentage of them are non Matric and Matric i.e. 0.54 each. A very remarkable percentage of them is having professional degrees. 1.09 is having degree from medical sciences, 10.87 in engineering, 3.26 having management degree. 2.17 percentage having degree in Law, 7.07 in Library science, 1.09 percentage of them having degree in Physical Education, 5.98 are professionally Trained teachers. The percentage of women librarians either single, divorced or widow is 9.78 hence these criteria is not applicable to them. 3.8 percentage of the women librarians have not indicated the qualification of their

husbands, Reason behind it might be whatsoever.

Table no.15: Educational qualifications of the spouse of the women librarians

Educational Qualifications Of The Spouse	Respondents	Percentage (%)
Non Matric	1	0.54
Matric	1	0.54
Diploma Engineering	3	1.63
Graduate	44	23.91
Post Graduate	42	22.83
PhD	10	5.44
Professional Degrees		
Engineering	20	10.87
Law	4	2.17
Library science	13	7.07
Management	6	3.26

Table no.15: Educational qualifications of the spouse of the women librarians' cont...

Educational Qualifications Of The Spouse	Respondents	Percentage (%)
Medical	2	1.09
Physical Education(BPed/MPed)	2	1.09
Teachers(B.Ed/M.Ed)	11	5.98
Not Applicable	18	9.78
Not Indicated	7	3.8
Total	184	100

Occupations of the spouse of the women librarians

While all the respondents are women librarians; their husbands are engaged in different occupations. The detailed statistics are given in Table no.16, according to which, women librarians whose husbands are Doctors is 1.09 in percentage, percentage of geologist or scientist is 1.09, Principal 0.54, 5.98 is the percentage of them whose husbands is engineer, Percentage of women librarians whose Husbands are managers is 1.63, Advocate is 1.63 in percentage .highest percentage i.e. 13.59 are working as lecturers. The percentage of women librarians whose husbands are working as Librarians is 10.87 in percentage, 5.44 percentage of them are teachers at school level, 3.26 percent of them are clerk, percentage of women librarians whose husbands working as accountant is very low i.e. 1.63. The percentage of women librarians whose

husbands are Book Traders is 1.09, lab technician/instructor is 1.09 in percentage.2.72 percentage of women librarians indicated government jobs as their husbands occupation, 4.89 indicated private sector job, 18.48 percentage of women librarians indicated as service as their husbands occupation, these women librarians have not specified the profession of their husbands., Only 1.09 percentage of them are farmers. Percentage of Women's librarians having their husbands engaged as Admin officer is 0.54, Sales man 0.54, library Assistant 0.54, consultant 0.54%, having coaching class 0.54 are very few in numbers. 11.41 percentage of them are having their own business. This criteria is not applicable to 9.78 women librarians as they are either single, divorced or widow.

Table no.16: Occupations of the spouse of the women librarians

Occupations Of The Spouse	Respondents	Percentage (%)
Accountant	3	1.63
Admin officer	1	0.54
Advocate	3	1.63
Agriculture	2	1.09
Book trader	2	1.09
Clerk	6	3.26
Coaching class	1	0.54
Consultant	1	0.54
Doctors	2	1.09
Engineers	11	5.98
Geologist/Scientist	2	1.09
Lab technician/Instructor	2	1.09
Lecturer	25	13.59
Library asst.	1	0.54
Occupations Of The Spouse	Respondents	Percentage (%)
Librarian	20	10.87
Manager	3	1.63
Marketing	1	0.54
Own business	21	11.41
Principal	1	0.54
Teacher	10	5.44
Indicated as Govt.Servant	5	2.72
Indicated as Pvt. Sector job	9	4.89
Indicated as Service	34	18.48
NA	18	9.78
Total	184	100

Previous Experience before joining the current academic institution

The length of service of women librarians in previous jobs varies from few months to more than 20 years, within this category of respondents, women librarians having less than one year experience are 2.17 in percentage, a large percentage of them i.e. 28.26 are having work experience between 1 – 5 years. Women librarians having experience above 5 years to 10 years are 9.24 in percentage, 4.35 is the percentage of them having work experience of 10- 15 years ;2.72 percentage of the women librarian are having experience of 15-20 years, highest experience of more than 20 years is achieved by only 1.09 percentage of women librarians and .a remarkable percentage of them i.e. 52.17 have no previous work experiences.

Table no.18: Previous Experience before joining the current academic institution

Previous Experiences	Respondents	Percentage (%)
below 1 year	4	2.17
from 1 year to 5 years	52	28.26
above 5 years to 10 years	17	9.24
above 10 years to 15 years	8	4.35
from 15 years to 20 years	5	2.72
More than 20 years	2	1.09
No previous experience	96	52.17
Total	184	100

Position held during previous experiences

The distribution of librarians according to their positions held during previous work experience in table no.19 is shown. It is interesting to note that 58.1 percentage of the women librarians had been working in different positions at previous experience before joining the current institution, a very low but remarkable percentage hold Head of the department, Information scientist in previous work experience i.e.0.54, highest percentage of women librarians are working as librarians i.e. 26.1 before joining the present institution. Women librarians working as lecturers in previous experience is 5.43 in percentage, 7.07 percentage of them are

working as assistant librarians. Project assistant are 1.63 in percentage ,very low percentage of women librarians were working as Documentalist , research assistant ,library assistant, junior Assistant / instructor i.e.1.09 each, negligible percentage of them are issue assistant, Junior clerk, trainee in their previous experience i.e. 0.54 each. Half of the total percentage i.e. 52.17 of women librarians doesn't have any previous work experience; they started their carrier as librarians in the same institution in which they are working currently.

Table no.19: Position held during previous experiences

Position Held in Previous Experiences	Respondents	Percentage (%)
Librarian	48	26.1
Head of The Department	1	0.54
Lecturer	10	5.43
Information Scientist	1	0.54
Documentalist	2	1.09
Assistant librarian	13	7.07
Project assistant	3	1.63
Research assistant	2	1.09
Library clerk	1	0.54
Library assistant	2	1.09
Issue assistant	1	0.54
Junior clerk	1	0.54
Junior Assistant/ Instructor	2	1.09
Trainee	1	0.54
No Previous Experience	96	52.17
Total	184	100

Income of the women librarians

As this study is confined to aided as well as un aided colleges under directorate of higher education, Maharashtra the women's working under aided colleges are getting salary as per the government rules but working in unaided colleges the rules are not seems to be followed. Statistics about the income of women librarians are given in Table no.20, according to which 6.52 percentage of women librarians are having income up to 40,000 Rs. /month the reason behind it is that either they are working in unaided college or it is the beginning of their carrier as librarian.Highest percentage of them

i.e.42.39 falls in the income group of.40, 001-60,000 Rs/month. Quite good percentage of them i.e. 37.50 falls in the income group of Rs.60, 001-80,000 per month. 5.98 percentage of women librarians are earning 80,001 to 1, 00,000 Rs./month. Above 1,00,000 Rs./Month is earned by very low but remarkable percentage i.e.7.61 women librarians the reason behind it is their length of service.

Table no.20: Income of the women librarians

Income (Rs/Month)	Respondents	Percentage (%)
Up to 40,000	12	6.52
40,001 To 60,000	78	42.39
60,001 To 80,000	69	37.50
80,001 To 1,00,000	11	5.98
Above 1,00,000	14	7.61
Total	184	100

Total monthly income of the women librarians from all sources

As already shown in table no.17, the income of husbands of women librarians. It is expected that some of the respondents might be having additional income from other sources also, viz., income from their own houses in the form of rent realized from the tenant; interest on their investments etc., but it seems that none of the women librarian has disclosed it, except the additional income of their husbands as other source of income.

Table no.21: Total monthly income o from all sources.

Total Monthly Income From All The Sources(Rs/month)	Respondents	Percentage (%)
Up to 40,000	5	2.72
40,001 to 60,000	29	15.76
60,001 To 80,000	39	21.2
80,001 To up to 1,00,000	26	14.13
1,00,001 to 3,00,000	84	45.65
Above 3,00,000	1	0.54
Total	184	100

Table no.21 reveals that a very low percentage i.e.2.72 women librarians are having monthly income less than 40,000.Respondents having monthly income falls in group 40,001-

60,000 are 15.76 in percentage, women librarians falls in income group 60,001-80,000 are 21.2 in percentage, 14.13 percentage of women librarians falls in income group 80,001-1,00,000 ,Highest percentage i.e.45.65 respondents are having monthly income 1,00,001 to 3,00,000 and highest income of more than 3,00,000 is possessed by only1 0.54 percentage of women librarian.

FINDINGS

The analysis indicates that maximum percentage of the women librarians are from the age group 36 to 45 years, married and had their schooling in government schools. As the study is confined to Maharashtra majority percentage of women belongs to the same state and Marathi is the instructional language at school level. Maximum percentage of them are Hindu, 66.85 percentage of them belongs to open category. Maximum women librarians are residing in their own houses, 66.85 percentage of women librarians are residing in flats. Car as a means of conveyance is owned by 39.67 percentage of women librarians, which is meant to be good social status symbol. Maximum women librarians are not member of any club. Though a negligible percentage of women librarians having their father possessing degree in library science they have chosen librarianship profession as a carrier. Maximum women librarian's father is retired and pension is their source of income, maximum number of them is getting income 10,001 to 20,000 Rs/month. Spouse of women Librarians are Graduate and above are maximum.They are engaged in different occupations, in librarianship their percentage is 10.87.Maximum number of women librarian's husband's income falls in 30,001 to 50,000 Rs/Month. Majority of women librarians those who have previous work experience were librarians itself before joining the current institution. Majority of them falls the income group of 40,001 to 60,000 Rs/Month and Majority of women librarian's total monthly

income from all sources falls in 1, 00,001 to 3, 00,000 Rs/Month.

The above finding shows that “The socio-economic status of women librarians is Good”

CONCLUSION AND SUGGESTIONS

Librarianship as a profession cannot be understood properly without a serious consideration of the socio economic background and professional orientation of the personnel managing libraries. It is essential and interesting to know the socioeconomic status of women librarians. In the present study the women librarians working in affiliated Arts, Science, Commerce, Law, Education colleges under directorate of Higher education, Maharashtra bears a good socio-economic status, This study will help in knowing the current status of women librarians.

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Veena Tiwari

**Librarian , SIHMCT,Lonavala
Savitribai Phule Pune University .**

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