



**GENDER ASPECTS OF LIBRARY AND INFORMATION PROFESSION IN NIGERIA:
AFFIRMATIVE ACTION FOR MALES?**

Dr. Vincent Enyeribe Unegbu

vinunegbu@yahoo.com

Professor Rosaline O. Opeke

*Information Resources Management Department,
Babcock Business School, Ilishan Remo, Ogun State, Nigeria*

rosalineade@yahoo.com

ABSTRACT

A millennial axiom that librarianship is a female profession was to be reconfirmed or otherwise, in this research, in Nigeria. Survey, through phone calls and questionnaire methods, were used in data collection. Data collected was analyzed using simple percentage in tabular form. Some impediments in the profession making men an endangered species based on the work being too routine, not challenging, not appealing, and no opportunity to make extra money were highlighted. Attractions such as librarianship being ICT based, information aspect of librarianship being made robust, and availability of opportunity for training and development both locally and internationally were recommended. Outcome of the survey showed that affirmative action and preferential treatment are not recommended in order to retain male librarians who are fast approaching extinction in the profession. Except on sponsorship, no special preference should be given to attract the males, rather general applicable rules were chosen to make librarianship viable and interesting. Four alternative methods were suggested to keep male librarians afloat in the profession.

Keywords: Affirmative action, Male/female-dominance, Gender role spillover, Veterans, Practicing librarians, Endangered species, Gender.

Introduction

Statistics and documentation generally have proved that Library and Information Science (LIS) profession is female-dominated. This research sets to test the Nigerian situation. Is LIS profession in Nigeria women tilted? The research outcome will lend itself to suggesting remedies or otherwise as the case may be. Gender in this paper means females and males according to their biological differences as is noticed in their sexual appendages and not in their behavioural attitudes or their dispositions on certain circumstances. Trends in male-dominance in leadership



positions as against female-dominance in management positions as it applied to Nigerian LIS profession is left for another time. Literature has shown, at least in the western world, that males occupy leadership positions while females occupy management positions. Many reasons are given for this trend, among them are females' emotional temperament and lack of business experience (Golub, 2009; Hildenbrand, 1992, 1997; Heim & Estabrook, 1983; Record & Green, 2008; Van House, 1986; Vogt, 2003)

Background of the Study

It is an anomaly to see few males working in a profession that is highly academic, stressful, demanding, and technological. Female domination of the profession agitates some people and calls for a research to know why the condition is so. Why has the table suddenly turned because when librarianship started it was a men's affair. Men have become an "endangered species" according to Julius Jefferson of the Library of Congress, in a profession he nurtured. Comparing number of black male librarians in United States of America, Jefferson wrote, "Of the roughly 110,000 credentialed librarians in the United States, only about 600 are black men. That's about 0.5 percent of all librarians", (Jefferson, 2008). The reason was that a lot of African-Americans do not see librarianship as a viable career option. Could this be the case in Nigeria? The paper also explores the possibility of using Affirmative Action (AA) to solve this potential problem.

Affirmative Action

A quick look at Affirmative Action (AA) was made in an effort to search for solution to bridge the gap between men and women in the profession. Affirmative action was a palliative measure instituted in the United States of America to bridge the gap created in public involvement of the blacks because of slavery. It is "a series of steps, procedures, policies, and programs designed to overcome the present effects of past discrimination on members of minority groups." (Americana, 2005: 241). The principal classifications of AA in the USA are age, race, religion, sex, and national origin. History showed that America was founded on religion. Those who escaped from England during the "Dark Ages" when Christians were persecuted found succour on the soil of America. Different ethnic groups settled there. Indigenous Americans had their own religion but the influx of this persecuted set posed a trait to the American Indians, the owners of America. After the abolition of slave trade it was not easy to assimilate the slaves into the society, and harder still to make them equals with their masters. It was necessary then to legislate on how to accommodate them. Agitations led to the inclusion of age, race, and sex in AA. Of course inclusion of women is understandable because they were treated as mere property.

Equality in employment and public duties were the focus of affirmative action. In the latter part of 20th century the program became a concern to the government, educational



institutions, and business outfits. Affirmative action called for equality in education, employment, and access to government amenities regardless of race, religion, age, sex, and national origin. “After the U.S. Congress passed the Civil Rights Act in 1964, it became apparent that certain accepted policies and procedures, such as seniority status and aptitude tests, were, in effect barriers against full equality in employment (op.cit, p. 241). The United States’ 36th president, Lyndon Baines Johnson, realizing the need for remedial action issued an executive order on September 24, 1965 that required federal contractors “to take affirmative action to ensure that applicants are employed without regard to their race, creed, color, or national origin”. Law suits and series of litigations followed which invalidated intelligence tests and other criteria as indeterminate measures that tended to restrict minority employment.

Affirmative action violates the Human Resource diligence in staff recruitment. Sources of recruitment had been determined and those who are qualified for the job may eventually not be recruited. Advertisement is just for a targeted not-well-qualified group whom the law has targeted to help. Recruitment of workers became biased though cost is saved in avoidance of strenuous interview. Consequently, those who were really qualified but were denied because of AA left upset and bitter. This brought bitterness to those not “favoured”. Notwithstanding agitations, AA has its advantages. A minority group now feels belonging. Those who could have been beggars and miscreants in the society are now gainfully employed, and live a happy and fulfilling life. The favoured ones feel that they are also humans made in the image of God. Little by little the past humiliation and martyrdom is forgotten. Their progeny may not plan to revenge the dehumanization meted to their fathers and forefathers. Hobbesian philosophical views of man being wicked and evil continuously gradually erases from the minds of the favoured. Ultimately the Rouseanian view of people being innately good occupies their mind and thought. This is positive and healing. This paper sets to weigh the application of AA to library and information science profession in Nigeria to prevent the extermination of males in this noble profession.

Statement of the Problem

Dearth of male library and information professionals is eminent. There are more females in the profession than males. In-as-much as it is speculated that there are more females than there are men in the world, statistics shows the opposite. Total population estimate for year 2010 by U.S. Census Bureau was 6,853,019,414 of which 3,451,948,881 were males and 3,401,070,533 were females. The real population of the world in 2009 from World Midyear Population by Age and Sex for 2009, had the total world population as 6,776,917,465 out of which 3,414,093,386 were males while 3,362,824,079 were females. (US Census Bureau, 2009). This statistics showed that males were 52,269,307 more than females. Using the most current US Census (2012) revised in August 2012, from a total world population of 7, 017, 543, 964, males were 3, 532, 503, 174 while females were 3, 485, 040, 790. In this case males were 47, 452, 384 more than females. In Nigeria, using the latest census figure from Nigeriamasterweb (2012) -



2006 Census Figure. Nigeria's total population was 140, 003, 542. Of this figure, males were 71, 709, 859 while females were 68, 293, 683 giving a figure of 3, 416, 176 more males than females. Going by these statistics, it should normally mean that in every employment, given equal opportunities and equal education in different professions, proportionately more men should be employed in every employing organization. The situation is different in many professions including LIS profession. This is a problem that yearns for solution.

Focus of the Paper

The focus of the paper is to survey the numbers of male university practicing LIS professionals in Nigeria against their female counterparts. The truthfulness of the assumption, or otherwise, that there are more university practicing female librarians than their male counterparts in Nigeria, would be proved or disproved. The test of an acceptance of the application of Affirmative Action in Nigerian environment and on males, would be carried out. Males' dominance in administrative or leadership positions is a concern that deserves a research; it would not be covered in this paper.

Assumptions

The following alternative hypotheses are proposed:

1. Males are few in LIS profession in Nigerian University libraries.
2. Library and information science practice is a female-dominated profession in Nigerian University libraries.
3. Affirmative Action is a solution to the dearth of male practicing librarians in Nigerian Universities.

Methodology

An extensive literature review was made, first of all to determine the ratio of sex relation in pattern of employment in different fields of endeavour. Primary and secondary data were used especially on statistics on gender aspects of world population. Questionnaires were used to collect data to test librarians' opinion on application of Affirmative Action on employment of male librarians. Telephone calls were made to gather information on the numbers of male-female librarians in some selected universities in Nigeria. This was made possible because of a directory (though not comprehensive) of Committee of University Librarians of Nigerian Universities (CULNU), a body of heads of university libraries in Nigeria who come together twice a year to look at the trends in university libraries and recommend findings to the government. Only university practicing librarians (non-teaching) were used. Efforts were made to gather information from different types of universities—federal, state, and private—in Nigeria. So, a stratified random sampling was used. Both male and female librarians participated in filling the



questionnaire. This is purposive, to know the reaction of women on affirmative action in favour of men.

Literature Review

Affirmative Action as a means to correct some past laxities among some sets of people has been dealt with in this paper. Where affirmative action was employed to correct anomalies it was mostly on the favour of females. So almost every time sex discrimination is mentioned what is normally meant is discrimination against females. Can affirmative action be applied to men when there is an observable reduction in their number in any particular job as against their female counterpart? Issues looked at were general gender-related jobs, men in purported women profession, librarianship as once male-dominated, and gender issues in Nigerian librarianship.

Gender-Related Jobs

Survey has shown that some jobs are dominated by men while others are dominated by women. Men are active in technology driven jobs. Understanding why information technology (IT), in particular, is abhorred by women helps to create a condition to make IT interesting to them. Where this is done, gender disparity would be remedied (Lamont, 2009). Lamont's data obtained from *National Science Foundation, Division of Science Resources Statistics, Women, Minorities, and Persons with Disabilities in Science and Engineering: 2007, NSF 07-315, Table H-5*, showed that only 519,700 females were employed in computer and information science field where more than 1,360,000 males were engaged in, in 2003. Salary-wise, the men earned an average of \$11,000 more than the women who earned \$63,000 against \$74, 000 of men. By 2007-2008 the scenario has drastically changed. They earn almost the same salary, but there are still more men in the technical profession than women. Golub (2009) and Record & Green (2008) affirmed this position. As LIS continues to become oriented towards technology, the next generation of men entering the profession will likely experience "a renewed advantage in hiring, advancement, and compensation" concluded Record and Green.

It is a truism that some jobs are female-dominated while others are male-dominated. According to Greer et.al.(2001), on gender role spillover, it is certain that teaching, nursing, and librarianship are regarded as female jobs; so men who "might show aptitude" for it are discouraged from pursuing it because of the stigma associated with working in a female – dominated and perhaps female-saturated profession. Secretarial and Social services works are other recognized female-dominated professions. Kerslake, Evelyn (2007) coming from the perspective of women discrimination in employment with regard to seniority, salaries, access to pension, and hours of work presented the history of librarianship from 1871-1974. This is a panorama of gender related issues in librarianship from inception till 1974. Evelyn Kerslake confessed that there were little quantitative data published regarding the statistics of librarians in England during the early period. She used survey to an extent and a pragmatic approach in



compiling her account. Her survey comprised all types of libraries in the United Kingdom, where statistics existed.

It is noteworthy to realize that in the latter years there were no distinction between librarians and library assistants. “In 1871, despite the twenty-year history of free public libraries, the number of women employed in this sector was very low”. Unfortunately the number of men employed was not mentioned for a reliable comparison. In any case, the point has been made that there were once upon a time when male librarians were more than female librarians. In 1899 women workforce made up 40%, this presupposes that 60% were men. The raw data was: men 302 and women 222. By 1972 the statistics changed drastically in favour of women both for public libraries, where men were 9, 900 (28.4%) and women 24,930 (71.6%) and academic libraries where men represented 29.9% and women 70.1%. However, there were more male librarians in professional technical (IT) library jobs than women. From 1920 women became numerically dominant in the profession. Marylaine (2001), Hildenbrand (1999), Greer et.al (2001) Amejuedee and Adanu (2006), Knight (2007), Moore (1996) and a host of others agree in their articles that librarianship is a feminists job or is female-dominated. Moore captioned his article in such a way that it is annoying to males, “A man in a ‘women’s profession”. More annoying is the question, why would a man want to work in a “woman’s profession?” Moore gave the ratio of females to males librarians as about 4:1, though an estimate, but he believed that Toronto “library association surveys would approximately support that estimate”.

Men in Women Profession

Dichotomy, which is built in western philosophy, has found its root in gender issues. Western philosophy is built on “the idea of binary oppositions such as reason versus emotion, mind versus body, universal versus particular, objective versus subjective, and male versus female”. This dualistic thinking led to the “association of maleness with reason, the mind, objectivity, and universals while femaleness is associated with emotion, the body, subjectivity, and particulars” (Pressley, 2008). This reasoning and dualistic philosophy tend to agree with the contention that there are some jobs that are feminine inclined and dominated while others are masculine. Men love science and technical oriented jobs while women love emotional and service oriented professions. No wonder many women are into teaching, nursing, social services, counseling, secretarial duties and the one in focus librarianship. Greer teal in their paper did not mince words when they said that they wanted to assess gender role spillover in a female-dominated profession, librarianship. They, citing Hildebrand (1997) and Deutschman (1991) acknowledged that gender related conflicts occur more in male-dominated work environment and wished to study how this affected librarianship “a field that is over 80 percent female, yet women are still underrepresented at the top” (p. 126).

Although librarianship is a female-dominated profession, both males and females within the profession endure work-related pressures based on the practices of gender bias. In a



study conducted on the job satisfaction of male librarians, some men complained that because of their gender, quite often they were relegated to performing “scout jobs” such as lifting and moving large items; others were asked to work nights and weekend hours because security was assumed to be “no problem” (Carmichael, 1994). With regard to females, this profession became “feminized” due to gender bias in the mainstream workforce. Librarianship has become a refuge for educated women barred from entering other professions. “The movement from home into librarianship was seen as a genteel calling and an extension to detail “(Northey, 1995:127).

The elaborate quotation above is a succinct statement of the fact that librarianship is female-dominated. Notably too are the reasons why it is so. One could understand that the males are used as errand boys who would do the odd jobs. Women have so embraced the job that it has become fashionable to them. Men seem to be leaving the job for women since “men moving into female-dominated jobs are perceived as stepping down in status while women entering traditionally male professions are viewed as stepping up” (Northey,,1995: 127).

Librarianship: Once Male-dominated

How roles change! From the inception of American Library Association (ALA) in 1876 till 1879, a period of 4 years, no woman presented a paper at any ALA conference. The main reason was that “women were a minority of librarians at the time” and that “women were viewed as less capable than men”. Even their inclusion in the 1879 ALA conference to present a paper was because children’s issue was at stake. The focus was on young people’s reading and “because of the cultural association of women with children as mothers and domestic caregivers” they were invited to present papers (McDowell, 2009: 283).

Literature has it that the first librarians were males; people like Samuel Stoddard, who was actually the first librarian; followed by the following men, Melvil Dewey, Ranganathan, Casanova, and Mao Zedong (www.slais.ubc.ca). The article went on to say that “the first library positions were in academic libraries and were filled by men. These men had little or no library training and were known as “keepers of books”, not librarians. Use of library materials was very restrictive. This restrictive nature of the library affected the image of the male librarians. They were viewed as “grim, grouchy, eccentric male”, and this stereotype stamp on them caused by few collections, few opening hours, and restrictive loaning of library materials tagged a negative image to the male librarians. Could this be one of the reasons why the males started abandoning the job for female’s take-over?



Gender Issues in Nigerian Librarianship

It is very easy for one to generalize, especially when there are overwhelming evidences from statistics from other countries. The tendency is for one to assume that the trend may be so for its own country. Where there are no statistics to use one starts to dig here and there for evidences to prove his case. Nigerian Library Association (NLA) on whose shoulders the statistics of librarians in Nigeria rests is at slumber. Somebody needs to wake her up. Nwezech (2009) in an attempt to register a record of librarians in Nigerian academic institutions has this data:

| Academic Staff | Male | % of Total | Female | % of Total |
|-----------------------|-------------|-------------------|---------------|-------------------|
| 60 | 36 | 60% | 24 | 40% |

This was, perhaps, as at then, the only available statistics in gender related issue in librarianship in Nigeria. This is a virgin area to explore. However, from 2005 to 2008 attendance record of University Librarians of Nigerian Universities (CULNU), there is a high dominance of male practicing university librarians in leadership positions in Nigeria as shown under. On the average men in leadership position is 84.5% against 15.5% women.

Attendance Record of CULNU Meeting 2005 – 2008

| | <u>2005</u> | <u>2006</u> | <u>2007</u> | <u>2008</u> | <u>TOTAL</u> |
|--------|-------------|-------------|-------------|-------------|--------------|
| Total | 32 | 49 | 37 | 44 | 162 (100%) |
| Male | 27 | 43 | 30 | 37 | 137 (84.5%) |
| Female | 5 | 6 | 7 | 7 | 25 (15.5%) |

This may not be very authentic since at the highest attendance only 49 came out of about 105 universities in Nigeria (Federal, State, and Private) but it has proved a point. As a matter of emphasis this paper is not focusing on male-dominance of leadership position in libraries in Nigeria. It is also worthy to mention that the first intake of MPhil/PhD and PhD students at Babcock University, one of the first 3 Private Universities granted license to operate in Nigeria, was made up of 7 females and one male proving without any doubt that there are more females in the profession than males. Arguably is the fact that one university could not be used to prove the point but there is substance in the fact.

Data Collection and Analysis

Thirty-five copies of questionnaire were distributed to both male and female practicing librarians from three universities in western Nigeria. One each of Federal, State, and Private University libraries was used. This is a survey which should give an opinion of what librarians think about female-domination of the profession and what they think should be done to lure more men librarians in the profession. The questionnaire was self-administered and collected. Out of



the 35 copies of questionnaire administered 28 (80%) were returned. Twelve were returned by males and 16 by females. Telephone interview was made with a sample of 12 university librarians cutting across the three types of universities existing in Nigeria. The sole reason was to know the number of male and female librarians in their universities. This data was collected in 2011. Below are the universities and the numbers of male and female librarians in those universities.

Some Nigerian universities and number of male/female librarians

| | Males | Females |
|---|--------------|----------------|
| Babcock University | 6 | 11 |
| University of Lagos | 13 | 16 |
| Kaduna State University | 3 | 1 |
| National War College | 3 | 4 |
| University of Abuja | 6 | 7 |
| Leed City University | 6 | 7 |
| Imo State University | 4 | 7 |
| Tai Solarin University of Education | 5 | 4 |
| River State University of Science & Tech. | 4 | 5 |
| Ebonyi State University | 5 | 6 |
| Ambrose Ali University | 3 | 6 |
| Olabisi Onabanjo University | 10 | 9 |
| Total: | 68 | 83 |

Grand Total 151
% Men 45%
% Women 55%

This statistics shows that 55% of practicing librarians in Nigeria are females leaving 45% to men. Though the survey only used about 10% of universities in Nigeria, the outcome could be reliable and tenable.

Data Analysis

Simple arithmetic calculation and percentage applications were used in the entire analysis of this work. Where choices were 50/50 it was interpreted to be neutral and no side wins. There must be a clear cut evidence for one to take side.



Age of the Responding Librarians

Age has an important role to play in deciding the reliability of the outcome of this research. Juniors in the profession, those who have not put in up to or above 5 years in the service may not be so competent as to know the intricacies of the profession.

A: Years of service of the respondents

| Years | Males | Females | Total | 11 – 20 and above | | |
|----------|-------|---------|-------|-------------------|-------|-------|
| | | | | Men | Women | Total |
| 1-5 | 4 | 4 | 8 | 6 | 7 | 13 |
| 6-10 | 2 | 4 | 6 | | | |
| 11-15 | 2 | 5 | 7 | | | |
| 16-20 | 0 | 1 | 1 | | | |
| 20 above | 4 | 1 | 5 | | | |

Percentage of those who have worked from 11years and above by all respondents is 46.4%. From those who have worked between 11-20 years and above came the following answers. This set of librarians was knowledgeable in librarianship and therefore should have more reliable answers. These were 13 out of the 28 respondents, 6 men and 7 women made up 46.4% of all the respondents. Eleven options were given for respondents to select all that apply on the reasons why men were not many in practical librarianship and six on what should be done to attract more men into the profession.

B: Anticipated reasons for few males in librarianship

| | Male Respondents | | Female Respondents | | Total Respondents | |
|--|------------------|---------|--------------------|----------|-------------------|----------|
| | Yes % | No % | Yes % | No % | Yes % | No % |
| Librarianship is boring | 2 (17) | 10(83) | 1(6) | 15(94) | 3(11) | 25(89) |
| Workers’ wives flood the profession | 3 (25) | 9(75) | 3(19) | 12(81) | 6(21) | 21(79) |
| The work is not challenging to men | 5(42) | 5(58) | 10(63) | 6(37) | 15(54) | 11(46) |
| Men do not do well in interviews | 0(0) | 12(100) | 0(0) | 16 (100) | 0(0) | 28 (100) |
| The work is too routine | 6(50) | 6(50) | 12(75) | 4(25) | 18(64) | 10(36) |
| Librarianship does not appeal to men | 9(75) | 3(25) | 10(63) | 6(37) | 19(68) | 9(32) |
| It is a relegated work | 6(50) | 6(50) | 3(19) | 13(81) | 9(32) | 19(68) |
| The profession is not prestigious/not recognized | 6(50) | 6(50) | 8(50) | 8(50) | 14(50) | 14(50) |
| No opportunity to make extra money outside your salary | 7(58) | 5(42) | 6(38) | 10(62) | 13(46) | 15(54) |



| | | | | | | |
|---|-------|-------|-------|--------|--------|--------|
| It is service oriented and men do not like to serve | 5(42) | 7(58) | 5(31) | 11(70) | 10(36) | 18(64) |
| Librarianship is for lazy people | 3(25) | 9(75) | 1(6) | 15(94) | 4(14) | 23(86) |

From the data in ‘B’ one could see clearly where both male and female librarians agree or disagree as the reasons why men were few in practicing librarianship. In the analysis, any neutral position (50-50) was ignored. It meant that there was no clear cut answer to that condition. To this effect, the male librarians did not see boredom; wives flooding the field; non-challenging of librarianship; men’s failure in interviews; librarianship being too routine; not appealing to men; relegation, non-recognition or prestigious; service oriented; being for lazy people; as reasons for few males being in the profession. Men only saw two reasons why few males are in the profession. They were 1. that librarianship does not appeal to men and 2. Men do not have the opportunity to make extra money outside of their salary. Women noticed three reasons why men were not many in the profession. They are: 1. the work is not challenging to them 2. The work is too routine and 3. Librarianship does not appeal to men. When both male and female librarians were combined, these three noted points excelled with 54%, 64%, and 64% respectively.

C: What should be done to attract men to the profession?

| | Men | | Women | | Total % | |
|---|-----|----|-------|----|---------|---------|
| | Yes | No | Yes | No | Yes | No |
| Preference to be given to men during interview | 3 | 9 | 2 | 14 | 5 (18) | 23 (82) |
| Sponsor more men to do the course | 6 | 6 | 6 | 10 | 12(43) | 16 (57) |
| Give more incentive to men | 5 | 7 | 2 | 14 | 7 (25) | 21 (75) |
| Librarianship should be ICT inclined | 11 | 1 | 13 | 3 | 24(86) | 4 (14) |
| Information aspect of librarianship should be made vibrant | 10 | 2 | 12 | 4 | 22(79) | 6 (21) |
| Opportunity for training and development (local & international) be given | 10 | 2 | 14 | 2 | 24(86) | 4 (14) |

Analyzing the responses from the respondents there was a clear picture that preference should not be given to the males in employment of librarians. In fact, the three first alternatives which dealt on preferential treatment to males were vehemently opposed by 82%, 57%, and 75% denial respectively. This showed men’s ego. How can standards be lowered because of men’s inability to meet up? Just like the veterans, the overall choice of the respondents was to: 1. make librarianship ICT based 2. vibrancy of information aspect of librarianship, and 3. opportunity for training and development in both national and overseas. The veterans were of the opinion that more men should be sponsored to do the course but the general overview discountenanced that.



D. Reasons why men are not many in the profession

| | Men | | Women | | Total | | % Total | |
|--|-----|----|-------|----|-------|----|---------|------|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Librarianship is boring | 0 | 6 | 1 | 6 | 1 | 12 | 7.7 | 92.3 |
| Workers' wives flood the profession | 1 | 5 | 2 | 5 | 3 | 10 | 23 | 77 |
| The work is not challenging to men | 3 | 3 | 5 | 2 | 8 | 5 | 61.5 | 38.5 |
| Men do not do well in interviews | 0 | 6 | 0 | 7 | 0 | 13 | 0 | 100 |
| The work is too routine | 3 | 3 | 7 | 0 | 10 | 3 | 76.9 | 23.1 |
| Librarianship does not appeal to men | 4 | 2 | 4 | 3 | 8 | 5 | 61.5 | 38.5 |
| It is a relegated work | 2 | 4 | 1 | 6 | 3 | 10 | 23 | 77 |
| The profession is not prestigious/not recognized | 3 | 3 | 5 | 2 | 8 | 5 | 61.5 | 38.5 |
| No opportunity to make extra money outside your salary | 5 | 1 | 3 | 4 | 8 | 5 | 61.5 | 38.5 |
| It is service oriented and men do not like to serve | 2 | 4 | 3 | 4 | 5 | 8 | 38.5 | 61.5 |
| Librarianship is for lazy people | 0 | 6 | 1 | 6 | 1 | 12 | 7.7 | 92.3 |
| Other: - From a female: "Men need strenuous jobs". | | | | | | | | |

Relying on the wisdom of the elders and using above 50% as the judgmental criteria, five areas were recognized as the reasons why men are running away from librarianship. The highest ranked of the five was that the work is too routine (76.9%). The other four reasons were that: 1. The work is not challenging (61.5%). 2. Librarianship does not appeal to men (61.5%). 3. The profession is not prestigious (61.5%) and 4. There is no opportunity to make extra money outside the salary (61.5%).

E: What should be done to attract men (from veterans)?

Here are answers from those who have worked from 11 and above 20 years; 6 men and 7 women responded from this category

| | Men | | Women | | Total % | |
|--|-----|----|-------|----|---------|---------|
| | Yes | No | Yes | No | Yes | No |
| Preference to be given to men during interview | 1 | 5 | 2 | 5 | 3 (23) | 10 (77) |
| Sponsor more men to do the course | 3 | 3 | 4 | 3 | 7 (55) | 6 (45) |
| Give more incentive to men | 3 | 3 | 1 | 6 | 4 (31) | 9 (69) |
| Librarianship should be ICT inclined | 6 | 0 | 5 | 2 | 11 (85) | 2 (15) |
| Information aspect of librarianship should | 5 | 1 | 4 | 3 | 9 (69) | 4 (31) |



| | | | | | | |
|---|---|---|---|---|---------|--------|
| be made vibrant | | | | | | |
| Opportunity for training and development (local & international) be given | 5 | 1 | 6 | 1 | 11 (85) | 2 (15) |

These veteran Librarians recognized the need for 4 areas of improvement in librarianship to attract male librarians. They are sponsorship, ICT inclined, vibrancy of information aspects of librarianship, and opportunity for training and development both local and international. Alternatives 1-3 were geared towards special preference to men but only sponsorship was selected as a means of attracting males thereby canceling application of affirmative action in this case.

Conclusion

The research, without any doubt, showed that there are more female university practicing librarians (55%) than males (45%) in Nigerian universities' employment. This agreed with what Northey, Greer et al, and others have said, that librarianship is a gender-related and female-dominated job. Therefore the hypothesis that, in Nigeria, male practicing library and information scientists are less than their female counterparts is true. On the issue of attracting more male workers through Affirmative Action, the outcome proved abortive. Both the male and female librarians did not see any reason to give partial treatment to male librarians to attract them to the profession. The only alternative left was just to make the profession ICT based and attractive. Some practices were to be revisited. Opportunity for training that was advocated in the course of the research was not solely for males, so it should not be looked at as a way to attract males into the profession. As it is, if the trend continues, it will be very difficult to bridge the gap between male and female librarians in Nigeria. The ratio will continue to widen and the gulf created deepen. From this research, librarianship has fallen on the category of female-dominated profession like teaching, nursing, secretarial, and social works.

Recommendations

To attract and retain males in library and information science in Nigeria, University librarians should make the profession more appealing and attractive. Emphasis should be on ICT which is the global trend and men's attraction. Effort should be made to deemphasize routine and boring archaic methods. Other ways of doing the same work should be developed. A change from the normal is inevitable. During interview for employment, Human Resources Unit should assure potential employees of training opportunities locally and internationally. This will make them remain even if the work is routine and boring. University librarians and Heads of library divisions should ensure that librarianship is challenging and rewarding.



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