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Professional competencies and role of women in Library and Information Science in academic organizations: An Introduction

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Abstract:

Women have significantly contributed to the evolution and progress of library and information science (LIS) throughout history. Historically, women have been the foundation of the profession, often assuming positions as librarians, archivists, and information experts. Here are few salient aspects about female professionals in Library and Information Science (LIS). In recent decades, library organisations have seen substantial transformations in their operational aspects including workforce configurations, service offerings, and collection growth. The library's collection has been significantly augmented by online and print resources, and all transactions concerning books, journals, magazines, and other items are automated. Furthermore, the librarian provides online services to engage the user community. Like other scientific disciplines, library science has progressed markedly in recent years due to the remarkable influx of information and data.

Keywords: *Women library professionals, Library & Information Science, E-resources;; Digital Library; Internet*

1. Introduction:

A significant number of early librarians were women, especially in public libraries and educational establishments. Prominent individuals include Melvil Dewey, the architect of the Dewey Decimal Classification system, with other women who played essential roles in advancing library services. Throughout the years, entities such as the American Library Association (ALA) have shown robust female leadership, championing women's rights, library services, and educational prospects within the field. Women in Library and Information Science have been pivotal in championing intellectual freedom, diversity, and inclusion in library services. They have advocated for fair access to information for all communities. Numerous universities and colleges have programs in

Library and Information Science, with women often serving as both students and lecturers within these programs. Women have significantly influenced the development of the curriculum and scholarly research in Library and Information Science (LIS). Women have occupied several leadership roles in libraries and professional organisations. Notable female executives have shaped policy choices and the trajectory of the profession. Women persist in constituting a substantial segment of the LIS workforce. Numerous Library and Information Science graduate programs indicate a predominance of female enrolment. Women significantly contribute to LIS research by publishing papers and books on many subjects, such as digital libraries, information behaviour, and user experience. With the advancement of technology, female professionals in Library and Information Science are actively involved in domains such as digital curation, information architecture, and data management.

2. Challenges:

2.1 Gender Disparities and Work-Life Balance:

Notwithstanding the significant involvement of women in Library and Information Science, inequalities persist, especially in leadership roles and income parity. Women often encounter obstacles in achieving senior management positions in libraries. The responsibilities of women in the industry sometimes interact with cultural expectations for family and caring, influencing their career paths.

Information management competencies and digital information Cataloging and categorization are essential elements of information management within library and information science (LIS). These abilities include the systematic organization and categorization of informational resources to enhance user accessibility and retrieval. Proficiency with several metadata standards, including MARC (Machine-Readable Cataloging) and Dublin Core, is required. These guidelines facilitate the systematic arrangement of library items, assuring their accessibility and use for customers. Familiarity with classification systems such as the Dewey Decimal System and the Library of Congress Classification is essential. These systems provide a structure for categorizing content by topic, facilitating users' ability to find relevant resources. Descriptive Cataloging entails the creation of bibliographic entries that delineate the physical and intellectual attributes of resources. Proficiency in writing clear and precise descriptions is essential for enabling users to comprehend and recognize stuff. Authority control is essential for ensuring consistency in the usage of names, topics, and titles, which is crucial for good information retrieval. Authority control mitigates ambiguity and

guarantees that users may locate all relevant resources under the appropriate classifications.

2.2 Digital cataloguing

It has become an essential component as libraries progressively transition to digital forms; proficiency in cataloguing electronic resources, such as e-books, online databases, and digital archives, is more vital. Comprehending the creation and management of digital records is essential for contemporary librarians. Intuitive interfaces, along with expertise in designing and implementing user-centric catalogue systems, may improve the user experience. This entails comprehending user behavior and preferences to provide sensible search features. Cataloguing and categorization are essential skills for women professionals in Library and Information Science, facilitating good information organization and aiding users in traversing the extensive information environment. Proficiency in these abilities not only improves library services but also enables women in the field to assume leadership positions in information management.

Digital literacy is becoming more vital in the realm of information management and library and information science (LIS). As technology advances, the abilities necessary to proficiently access, assess, and produce digital information also develop. Digital literacy comprises the competencies required to effectively seek for and get information from many digital platforms, databases, and the internet. This includes comprehending search engines, using sophisticated search methodologies, and rigorously assessing the reliability of sources. Proficiency in the management of digital resources, including e-books, online journals, and databases, is essential. This entails knowledge of digital rights management, licensing concerns, and the technological elements of accessing and sustaining these resources for users. Proficiency in data comprehension and manipulation is crucial in the contemporary information-dense landscape. Professionals in Library and Information Science must possess expertise in data set analysis, data visualization interpretation, and data utilization for decision-making and reporting purposes.

2.3 Digital Communication:

Effective communication via digital mediums, such as emails, social media, and collaborative platforms, is essential. This encompasses comprehending the subtleties of digital communication, maintaining professional decorum, and using diverse technologies to interact with

users and colleagues. Proficiency in several software programs and tools, such as cataloguing software, digital asset management systems, and content management systems, is essential. Staying abreast of developing technology and adapting to new tools enables LIS workers to maintain relevance. Digital literacy include comprehension of ethical problems pertaining to information utilization, including copyright, intellectual property, and privacy concerns. Professionals must be adept at navigating these intricate challenges to effectively assist consumers. As information progressively shifts to digital media, LIS personnel often find themselves tasked with imparting digital literacy skills to library patrons. This include seminars, tutorials, and individualized support in using digital resources. The rapid advancement of technology requires an adaptable attitude. LIS practitioners must be ready to adopt emerging technologies and platforms, consistently enhancing their skills and expertise. Digital literacy is fundamental to proficient information management in Library and Information Science (LIS). By adopting these abilities, professionals may augment user engagement, expand information accessibility, and facilitate the advancement of digital information services. This also enables women in the sector to spearhead creative projects that tackle developing difficulties in the digital realm.

2.4 Academic Communication and Digital Research Proficiencies

Women play a vital role in scholarly communication within Library and Information Science, disseminating research results in academic publications, presenting at conferences, and participating in conversations that influence the profession's future. Their work often reveals nascent trends and obstacles within the domain. As digital libraries and online resources proliferate, women in Library and Information Science have developed robust digital research competencies. They possess expertise in using many digital tools and platforms for research, including data mining, digital curation, and the management of extensive datasets.

Women in library and information science (LIS) have shown a varied array of research competencies that have substantially advanced the discipline. These abilities involve both conventional research approaches and adaptations to the changing world of information technology and user requirements.

2.5 Information Literacy, Data Acquisition and Analysis:

Women in Library and Information Science often excel in instructing and advocating for information literacy, assisting users in cultivating critical thinking abilities to assess sources and the quality of

information. They provide educational resources and courses that enable consumers to adeptly traverse the extensive information world. Female researchers in Library and Information Science are proficient in both qualitative and quantitative research methodologies. They create surveys, execute interviews, and conduct statistical analyses to collect and evaluate data about user behavior, library services, and information accessibility.

2.6 Collaborative Research, Advocacy, and Policy Research

Female professionals in Library and Information Science (LIS) often participate in interdisciplinary collaborative research initiatives with varied teams. This partnership expands the scope and quality of research results and cultivates a supportive community of practice. A significant number of women in Library and Information Science (LIS) concentrate on advocacy-oriented research, investigating topics such as information accessibility, intellectual freedom, and the effects of library services on marginalized populations. Their research often influences policy choices and strategic planning in libraries and professional organizations. Women in Library and Information Science often assume mentoring positions, assisting rising professionals and students in honing their research skills. They spearhead research projects, creating an atmosphere that promotes investigation and innovation within the discipline.

2.7 Adaptability and Lifelong Learning

The swiftly evolving landscape of information technology and library services necessitates ongoing professional development. Women in Library and Information Science exhibit a dedication to continuous education, consistently enhancing their skills and expertise to remain abreast of emerging research approaches and technology. In conclusion, women in library and information science have a strong array of research competencies that augment their contributions to the discipline. Their proficiency in information literacy, data analysis, digital research, and lobbying is essential for enhancing library services and guaranteeing fair access to information for all users. These abilities illustrate the dynamic evolution of library and information science and underscore the significant contributions women may make in defining the future of this profession. As the sector evolves, cultivating and enhancing these abilities will be essential for success.

3. Conclusion:

Women in library and information science are actively influencing the profession's future via leadership, advocacy, research, and creative practices. Their contributions are essential for maintaining the relevance of

libraries in a swiftly evolving information environment. The continuous evolution of the sector necessitates the sustained support and empowerment of women professionals for future progress in Library and Information Science (LIS).

Conflict of Interest: Authors declaration there are no conflict of interest.

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