

EDUCATION AND LIBRARY, TOOLS FOR DEVELOPMENT IN NIGERIA: A CASE OF NORTHERN NIGERIA

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Abstract

The aim of this paper is to highlight the rationale behind western education and introduction of library and how it supports education. The writer touched differences between administration and management, the importance of leadership in libraries and points out different libraries organizational structures, the qualifications of each step in the structure, responsibilities and relationship subordinates in library administration. And also define some modern concepts used in libraries and librarianship. It also focuses on some issues militating against librarianship, challenges faced by our libraries and provide the way out.

INTRODUCTION

Nigeria is a sovereign country in West African sub region with a very higher population, full with diverse culture, religion and languages which results into issues of leadership. The country is facing a lot of challenges, despite the heterogeneous nature of its population. Nevertheless, there is progress and development derived from the unity in diversity.

Early Libraries had no management, because it is a single room looked after by one person called custodian of knowledge. Since it is a living organism, it gradually grows and develops. It became more complex especially from Medieval, Renaissances and Modern periods. Management started when two or more people come together. Khanka (2005) said that” leadership is a process of influencing group activities toward the achievement of certain goals”. Management cut across every institution, library is not an exception. Every established institution needs administration for its smooth running.

DEFINITION OF CONCEPTS

Northern Nigeria: is the area currently covered nineteen out of thirty-six states, amalgamated with Nigeria in 1914 under the leadership of Fredrick Lord Lugard, a onetime colonial leader. The area is predominately Hausa/Fulani and Muslim majority. Initially, they rejected western education until first republic when indigenous politicians took over the country, that means after independence in 1960.

Education: Education is the process of facilitating learning, or the acquisition of knowledge, skills, values, believes and habits”. Education is very vital in survival, growth and development of any country including Nigeria. It is the vehicle used to make an “*Apex to be a man*”. It was stated by onetime political leader thus, “if not because of education I could have been in my village selling fire wood”. But education made him to be number one in his state (Kwankwaso, 2003).

Library: “A library is seeing as an organized environment to be with collection of published books, periodical, audio visual materials, and the servicing staff who are able to provide and interpret the documents as required to meet the information, research, education, recreational and cultural needs of its users”. A library is entrusted with acquisition, organization, preservation, storage, retrieval and dissemination of information.

Library Administration: The difference between Management and Administration is; Management is about plans and actions, but administration is concerned with framing policies and setting objective. According Muhammad (2014) “Library Management is concerned with control of the day-to-day activities in the library such as commending, supervising of daily routines and dissemination of information to users. While Library Administration is concerned with functions (learning, research, entertainment, preservation of culture and information), situation and ultimately growth and development of the society it serves”. Though, the two concepts: Administration and Management sometimes are used interchangeably.

Relevance of library management

Most Libraries in Northern Nigeria are facing the only challenges of resource scarcity, therefore there is need to have effective management that will forecast, plan and use the available resources judiciously. Management help to solve present or future problem, any problem you can think of, in essence what we are saying is that, it must have happened somehow, somewhere, its solution was found; the manager need to copy or modify the solution that suit the situation or condition he/she found him/herself. It also helps to provide different management theories, styles of leadership for the purpose of effective and efficient managing the resource meant for the attainment of library goals. Some people earn their living through management. So Library Management is very essential.

Library manager is required to understand and respect the culture, personality, perception, attitudes and religion (sects) of subordinates and users. There is need for him to have the following qualities listed by Khanka (2005):

1. Mental and physical health
2. Knowledge and intelligence
3. Sense of responsibility
4. Initiative and drive
5. Motivation

Also Muhammad (2014) stated that: the manager should have in addition, the following qualities:

1. Be sociable consider the feeling of others
2. Recognize individual differences
3. Be able to display sound rational judgment in decision-making that relates to the achievement of the library objectives.
4. Be responsible for the Library funds/resources, building and facilities, and demonstrate high level of accountability transparency.

TYPE OF LIBRARIES AND THEIR LEADERSHIP HIERARCHICAL STRUCTURE

National Library: is the Library of the country that serves as depository and regulating body of all libraries in Nigeria. It was established by Decree No. 29 of 1970. It headed by National Librarian and subordinated by other directors. It has Planning, Research and Statistics Department (PRSD), National Bibliographic Control Department (NBCD), Virtual Library Service Department (VLSD), and Public Service Department (PSD), with head office at Abuja and branches in Kano, Ondo, Abuja, Lagos, Enugu, Kaduna, Kwara, Akwa-Ibom, Edo, Plateau, Oyo, Ibadan, Jigawa, Abia, Adamawa, Bauchi, Benue, Cross Rivers, Gombe, Imo, Katsina, Nassarawa, Niger, Ogun, Osun, Sokoto and Taraba, (NLN, 2017). Some of the major functions of National Library of Nigeria are copyright issuing/protection, ISBN/ISSN registration, Legal Deposit, and comprehensive compilation of National Bibliography.

Though, they started sensitization visit on some of the above issues last year 2017 at six geopolitical zones, but there is need for them to put more effort.

Academic Library: is the library usually attached to tertiary institutions (High Educational Sectors) in order to support research, teaching and learning activities of its community, such as specialized and conventional universities, colleges of education, polytechnics and monotechnics. The type of materials should be in line with subjects or disciplines taught in the institution. **University Librarian** is the head, recommended with qualification of Doctor of Philosophy (PhD) in Library and Information Science or equivalent, plus at list five years working experience. Deputize by **Deputy Librarian Administration** who is responsible to handle administrative matters, finance, budgetary, planning and programming, store, internal and external correspondences of the library. and **Deputy Librarian, Public (Reader) Services**, is responsible to look after the daily running of the library service render to users, such as technical services, reader services, research and documentation services. H.O. Ds are below Deputy librarian. **H.O.D Reader service** is responsible to look after; circulation, reference, reserve serial, and Arabic units. **H.O.D Technical service** is responsible to supervise; acquisition, cataloguing, classification, bindery and reprography. **H.O.D special Collection:** audio-visual, research works, computer/internet. **H.O.D. Documentation** has Government document, Africana, Research and Private Document. Below in the hierarchy are the para professionals, library Assistance, library attendance, securities, messengers and cleaners. There is deference in naming position, office, department and sections; from university, colleges and polytechnics mostly is the matter of semantics.

Public Library usually headed by **Executive Secretary or Director** and three subordinate directors; Director Reader Services, Director Technical service and Director Administration and General Services. **Director Reader Services** is supervising, circulation, reference, reserve, periodicals and other user service available in the library. **Director Technical Service** has to do with organization of library and its materials such as collection development, cataloguing, classification, bindery, reprography, consultancy services and other services offer by the library. **Director Administration and General Services (DAGS)**, is responsible to head administration, finance, store, maintenance and other related activities. Below the directors in the hierarchy is the **Head of Departments (H.O. Ds)**. heading and supervise various sections. **Officers In Charge (I/C)** are looking after units in the library. Thereafter I/Cs are the **Library Assistants and Library Attendant** are handling daily routines of the library. The last at the hierarchy are the **messengers, securities and cleaners**. Community assessment should be carryout for effective and efficient leadership of the library because it is representing the entire community.

Public libraries are facing an *I do not care attitude* from leaders and other staff, in terms of punctuality, job professionalism, commitment, transparency, accountability, and patriotism. Overdue notice is not issued to defaulters. No amnesty is given at list annually to defaulters. Method of recruitment is not based on merit.

Special Library is normally headed by Librarian mostly professional. It is called special library because it is characterized by mono type of users (special in particular discipline or

subject) it is usually attached to support the parent organization. It has less section, or units. Due to its nature mostly it is managing by few staff. Its collections are scholarly in nature mostly journal, rare books, expensive book, bulletin, research findings, proceedings, repots and so no. the nature of delivering its services usually is close access service. **Selective Dissemination Information(SDI)**, is the type of service were area of interest/specialization (e.g., in hospital: Gynecology, Psychiatric, Pediatric etc.) identified and serve the user concern, and **Current Awareness Services (CAS)** is also type of service in which new arrival and current information are alert to users through their email or other means of communication with immediate effect. The size and types of its collection depend on the financial capability of parent organization and interest of management toward the library and the effort of librarian on how to influence the management to pump enough funds to library and the librarian can prove himself by his commitment, dedication and job professionalism.

The difficulty face by special libraries is poor location, no enough space. It also faced shortage of fund and staff, the fund normally allocated by the parent organization to the library is very low. Example, writer observed that most of the banks allocated their libraries at backyard of their premises and not more than a room, these examples includes unity bank Nassarawa branch Zaria Road, ministry of Agriculture Kano state civic center.

School Library: is a library attached to school(s) in order to support teaching and learning activities. It is managed by Librarian, but usually para-professional Librarian, assisted by library assistant or library attendant with collaboration of teacher Librarian, Prefect Librarian and one or two messenger(s)/security(ies). Its collections mostly are in line with the subjects of the school and the curriculum. The materials must contain a lot of illustrations in it, because *to children seeing is believing*. They quickly understand things through illustration such as picture rather than explanation. Other instructional materials mostly inform of audio-visual such as Radio, TV and so on are part of school library collections for easy facilitating of imparting knowledge. That is the reason why sometime they call school library media center, resource center or instructional media center.

The challenges facing school libraries in Northern part of Nigeria, are; 1. you cannot find relevant books and 2. And there is also broken tables and chairs. The condition is worst in public schools than private schools. Some of the librarians are not trained, no in-service, no training and retraining, talk less of seminar and workshop. Sometime the staff take away the library materials without proper documentation. These attitudes usurp the library of its depository right.

ISSUES IN LIBRARIANSHIP IN NORTHERN NIGERIA.

Gender Inequality: Due to the problem of girl-child education, this results in having very few number of female librarians compared with our population. It indirectly affects our interest and love in reading, hence lead to poor reading culture, especially women in purdah, by extension it affects the quality of education of our children from grass root, because

charity begins at home. Our mothers did not inculcate such culture in us since from the beginning. How did somebody give you what he does not have? Therefore, there is great disparity between male and female in librarianship in northern Nigeria.

Digital Divided: Is the financial and class differences with regard to accessibility and utilization of information and Communication Technology. In Nigerian context, there is digital divided between Southern and Northern Nigeria, between male and female, between Urban and rural areas, between public/civil servants and businessmen, between adult and children in terms of access and use of information.

Information Age: in the period of digitalization, as far as the definition of the concept, northern Nigeria is lagging behind. It was observed by the writer that; it is only American University of Nigeria Adamawa Library that is fully digital. Both educational and political elites are showing no concern toward digitalizing our libraries. There is need for us to put more effort in this globalization era to digitalize our libraries. Different efforts have been made in this direction, all in vain, for example, N.U.C. (National University Commission) virtual library project. Bryson (2000) stressed that “with the present day information globalization and order to position the information services at the leading and competitive edge so as to maintain the parent organization’s competitiveness, the librarian must be able to understand his/her role as information manager understand the strategic influence and internal and external environments in which he operates, profitably and productively manage the environment through integrated planning of human information technology and financial resource, inspire, and getting things done through people interaction, skills and create a corporate environment that will foster creativity, values, expertise and manual understanding.

Remote Access of Information: Due to the corruption that bring about economy backwardness. Unpatriotic people embezzled the fund allocated to improve the library infrastructures, they use it for their own selfish interest. This effects contact or accessing to those in remote areas with information. The deliberate poverty imposed on northerners has deeply eaten, weakened and destroyed our education system including our libraries. According to World Bank report 2014 on economic standard of living, northern Nigeria was badly affected in which most house hold are living below one Dollar per day.

Information Literacy: Is the ability of a person to identify what he needs to access and use the information. According to International Federation of Library Association (IFLA) cited by United Nation Forum on Information Literacy define it as “to be able to identify location, evaluate and effective use of information for the issue or problem at hand”. In northern Nigeria most of the people are deeply in need of information but did not know where to get it.

Information explosion: is a sudden great increase of information beyond control or consumption. For example, it is not easy for one person to read all the newspapers produced, to watch all the cable and local television programmes, to answer all his email inbox, to read all what has been posted in his Facebook, WhatsApp, Instagram, etc. it is not easy for normal human being to know everything about the information produced in that particular day. Anything exploded is beyond control. In information Age due to development of information and communication technology, what has been produced is beyond the consumption of any

Individual or organization. It resulted to information obesity to some elites who are well to do. While in the area where poverty has deeply eaten into them, they are suffering from information malnutrition. If anyone stay some hours without having any means of getting information his life is in danger.

CHALLENGES

Staffing: The way most of the libraries make their recruitment is not in line with guideline of ideal recruitment, often godfatherism, nepotism, corruption and irregularities overtook the ideal scenario. In nutshell, it is not based on merit. In most cases, some libraries employed staff with no relevant qualifications, the same applies to appointment into executive Secretary office who heads the Kano State Library Board, the person has no qualification related to library and information science or librarianship. But the attention of His Excellency, executive Governor of Kano State was drawn by National Library Association (NLA), Kano chapter and the appointment was reversed and reappointed appropriate person. Thus, some have high number of redundant staff, e.g. Kano State Library Board from 2007 to 2011 was over staffed, while National Library Kano branch and Yusuf Maitama Sule University Library were under staffed. Staff recruitment should be based on merit, and the offer should be given to those willing to be committed, dedicated and ready to carry out the responsibilities assigned to them.

Poor copyright protection: Piracy and Plagiarism are the lingering issues that destroy intellectual output in the Northern Nigeria. The governmental agencies that are responsible to protect the right of owners are passive, inactive and insensitive to the right of authors and Producers. Almost these contributors lost hope on government to protect their work. The agencies must be up and doing to their responsibilities. There is need for them now to be active, to put confidence in the main of owners because they are responsible and capable enough to protect their works.

Poor Legal Deposit Publicity: National Library Head office, its branches nationwide and State Library Boards are responsible to collect legal deposit, but most of the authors and local publishers are not aware of it. From National Library side no proper publicity to the general public in Nigerian dailies on the issue. But recently, effort has been started from National Library to address the problem.

Poor ISBN/ISSN registration: Some of the Publishers and Authors are ignorant about the importance of such registration. The national Library also, need to enlighten intellectual community in this regard.

Lack of implementation of Research Findings and Innovations: Researches has been conducted in various fields of knowledge. Most often findings of these researches were being neglected. The new innovations remained untapped or attended to. On this note, there is need for governmental MDA's (Ministries, Departments and Agencies) to patronize libraries and gain access to these treasures.

Lack of motivation: Motivation goes a long way in helping any staff toward boosting his/her professional development and its absent weakens the mind of worker and frustrates them and

this will lead to poor delivery of services. Librarians need promotion, training, retraining and commendation.

Inadequate orientation: Some newly employed library staff are ignorant of how library works and users are handled those employed as library attendants or assistants are secondary school leavers who have no knowledge on how to carry out the routines assigned to them. So there is need to organize induction or orientation to this category of staff, in order to be productive.

Lack of technical knowhow: Some of the staff including library managers are not able to operate or control new trend technological development coopted and applied into our libraries. If a leader allowed his subjects to understand that he is ICT ignorant, his prestige will fall in their eyes.

Most of the users no longer have to physically visit the library to retrieve information: the ability to access full-text resource electronically from outside the library, or from remote areas via PC (Personal Computer), handsets etc., provides the user with convenient and immediate access to information, and reduce the patronage of library services.

Neglect from Political Leaders: Political leaders are more interested in building structures; it is pertinent to observe that while building is important, the working items are also of great importance. Their attention of this line of leaders should be drawn to provide books and other equipment that will help in teaching and learning and research. Ogundupe (2009) stressed that "then there are external pressure made up of new political, economic, social, trends and technological development, internal pressures that rival the need from the problems and weakness and the dire require".

Job professionalism: Some of the library professionals leave their work at the hand of paraprofessionals. To them, they are too big to carry out such routines. Thus, paraprofessionals carry out the work with a lot of mistakes and no proper cross supervision from the professionals. In addition, no commitment and dedication to work.

WAY OUT (solutions)

TETFund (Tertiary Educational Trust Fund) should include state library boards in its sponsorship: There is need for TETFund to include all state Library Boards of Nigeria in its intervention, since in its amended Act of 2011 **Library Development** was added to its responsibilities. And they are public sectors at state level. The mandate says; its scope should cover Federal and States public educational sectors of Nigeria, (TETFund, 2018). So by extension state library boards supposed to be included for betterment, and improvement of the whole educational system in Nigeria. Any educational institution without standard library is like soup without salt, so it is paralyzed.

Implementation of Researches: It is the mandate of Federal Ministry of Science and Technology to be responsible for centrally coordinating, Research and Development

activities in Nigeria (Onu, 2018). Therefore, research findings in Nigeria should be search, gather and actualize it into reality for development of country.

Protection of copyright: Copyright Commission of Nigeria (NCC) with collaboration of Nation Library of Nigeria (NLN), and other law enforcement agencies should put head together to protect intellectual output of Nigerians.

Motivation: it should be positive (in cash or in kind) and negative (in punishment) usually bring about productivity and efficiency to work in our libraries.

Library Publicity, orientation, user education and sensitization should be carryout by individual, library institutions, library associations with collaboration of media houses to enlighten general public about library, librarianship and its activities.

Staff Recruitment: should be based on merit. No godfatherism, no nepotism and favouritism. Due process should be followed through interview, screening, aptitude test, then offer the appointment to deserved person.

Conclusion

As it's mentioned in the title; library is the tool of development that cut across every sphere of human life through education. Definition of concepts was provided on Nigeria, Northern Nigeria, management and administration, their differences, education and library. Type of libraries, its management structure, types of library materials, and some problems militating against them. The paper highlights some of the issues in northern Nigeria on library and librarianship, and challenges affecting library and its activities. The philosophy behind leadership is to get things done through people, judicious use of available resources. Northern Nigeria is facing challenges including leadership, and there is poor library user education and information literacy, which made our people ignorant about most of national library activities.

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