



Y. & M. Anjuman Khairul Islam's  
**POONA INSTITUTE OF MANAGEMENT  
SCIENCES & ENTREPRENEURSHIP**

(A Religious & Linguistic Minority Institution, Recognized by DTE, Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University.)  
Approved by AICTE, New Delhi ISO 9001-2015 Certification

Office : K. B. Hidayatullah Road, Camp, Pune - 411 001. Tel. : 020 26446781 Website : www.ahipmse.ac.in www.pimse.edu.in Email: director.pimse@gmail.com

International Conference on  
**"TECHNOLOGY TRANSFER &  
INNOVATION IN LIBRARY  
MANAGEMENT"** *On 7<sup>th</sup> March 2020*

*Certificate*

— This is to certify that —


*Dr. Sanjay Laxman Bhedekar*

of Arts and Science College Gadhi. Tq. Georai. Dist. Beed (MS) 431143


\_\_\_\_\_ has participated / presented paper on  
Intellectual Property Right (Ipr) In Cyber World

in the third international conference on "Technology transfer and Innovation in Library  
Management" organized by PIMSE Library & Sponsored by Y. & M. Anjuman Khairul  
Islam's trust, Mumbai. Your paper will be Published in UGC CARE Listed Journal.

  
Dr. Akhtar Parvez  
Chief Guest

  
Prof. (Dr.) Shakeel Ahmed  
Director

  
Mrs. Lubna Shaikh  
Conf. Editor

  
Mr. Mubarak Tamboli  
Conference Secretary

## **Developing a skilled workforce , As Library Profession**

Dr.Sanjay Laxman Bhedekar(Librarian)

Arts and Science College Gadhi. Tq.Georai Dist.Beed 431143

Email:sanjaybhedekar@gmail.com

**Abstract:**The development of skilled workers like library and information science professionals improve there professional qualification. There was a difference in status within the working class between skilled and unskilled labor or worker due to the fall in prices of some products and the skilled workers' rising standard of living after the depression of 1929. Skilled workers were the heart of the labor movement before World War I but during the 1920s, they lost much of their enthusiasm and the movement suffered.

**Keywords:**Workforce,Domestics,Unskilled workers

### **Introduction:**

In the northern region of the United States, craft unions may have served as the catalyst to develop a strong solidarity in favor of skilled labor in the period of the Gilded Age (1865-1900)

In the early 1880s, the craft unions of skilled workers walked hand in hand with the Knights of Labor but the harmony did not last long and by 1885, the Knights' leadership became hostile to trade unions. The Knights argued that the specialization of industrialization had undermined the bargaining power of skilled labor. This was partly true in the 1880s but it had not yet made obsolete the existence of craft unionism.

There was a difference in status within the working class between skilled and unskilled labor or worker due to the fall in prices of some products and the skilled workers' rising standard of living after the depression of 1929. Skilled workers

were the heart of the labor movement before World War I but during the 1920s, they lost much of their enthusiasm and the movement suffered thereby.

In the 20th century, in Nazi Germany, the lower class was subdivided into:

- agricultural workers,
- unskilled and semi-skilled workers,
- skilled craft workers,
- other skilled workers and
- **Domestic workers.**

After the end of World War II, West Germany surpassed France in the employment of skilled labor needed at a time when industrialization was sweeping Europe at a fast pace. West Germany's preponderance in the training of skilled workers in technical schools, was the main factor to outweigh the balance between the two countries. In the period between 1950 and 1970, the number of technicians and engineers in West Germany rose from 160,000 to approximately 570,000 by promoting skilled workers through the ranks so that those who were performing skilled labor in 1950 had already become technicians and engineers by 1970.

In the first decade of the 21st century, the average wage of a highly skilled machinist in the United States of America is \$3,000 to \$4,000 per month. In China, the average wage for a factory worker is \$150 a month.<sup>[8]</sup>

### **Educational skilled professionals**

---

Education can be received in a variety of manners, and is acknowledged through various means. Below is a sampling of educational conventions.



- On-the-job training - (Examples: bartender, fashion model, salesperson, sanitation worker, truck driver, waiter)
- Apprenticeship - (Examples: carpenter, electrician, lineman, mason, mechanic, plumber, HVAC technician, welder)
- Vocational certification - (Examples: chef, cosmetologist, dental assistant, paralegal)
- Associate Degree - (Examples: diagnostic medical sonographer, draftsman, health care assistant, licensed practical nurse, medical laboratory technician, optician, web developer)
- Higher Apprenticeship - (Examples: Chartered Engineer, Chartered Accountant, Management Consultant, Lawyer)
- **Undergraduate Degree** - (Examples: accountant, journalist, registered nurse, software engineer, elementary or high school teacher)
- **Professional Degree** - (Examples: architect, dentist, engineer, executive, investment banker, lawyer, pharmacist, physician)
- **Graduate Degree** - (Examples: astronaut, historian, mathematician, nurse anesthetist, scientist, university professor)
  - Definition of Skilled workforce:
  - A skilled worker is any worker who has special skill, training, knowledge, and (usually acquired) ability in their work. A skilled worker may have attended a college, university or technical school. Or, a skilled worker may have learned their skills on the job. Examples of skilled labor include engineers, software development, paramedics, police officers, soldiers, physicians, crane operators, truck drivers, machinist, drafters, plumbers, craftsmen, cooks and accountants. These workers can be either blue-collar or white-collar workers, with varied levels of training or education, even though they sometimes are called "purple collars".

## **Skilled workforce in Library Science Profession in India**

### **School Librarian**

To pursue diploma and certificate courses, students must have passed 10+2 level education. For bachelor courses like B. Lib. (Bachelor of Library Science) & BLI Sc (Bachelor of Library Information Science), candidates should have a graduate level degree from any recognized university.

UGC Regulations on minimum qualification for appointments for teacher and other academic staff in universities and college and measures for the maintenance of higher education 2010.

### **MINIMUM QUALIFICATION FOR DIRECT RECRUITMENT TO THE POST OF LIBRARIAN ,DEPUTY LIBRARIAN AND UNIVERSITY ASSISTANT LIBRARIAN /COLLEGE LIBRARIAN**

#### **\*University Librarian**

- I) A Master degree in LIS /documentation with at least 55% marks or its equivalents grade of B in the UGC seven points scale and consistently good academic record set in these regulation.
- II) At least 13 years deputy librarian in university library or eighteen years experience as college as college librarian.
- III) Evidence of innovative library services and organization of published work.
- IV) Desirable : A M.Phil./Ph.D.Degree in library science /Information /documentation/archives and manuscript –keeping.

#### **• Deputy Librarian**

- I) 1) A Master degree in LIS /documentation with at least 55% marks or its equivalents grade of B in the UGC seven points scale and consistently good academic record set in these regulation.

- II) Five years experience as an assistant university librarian /college Librarian.
- III) Evidence of innovative library services and organization of published work
- IV) Desirable : A M.Phil./Ph.D.Degree in library science /Information /documentation/archives and manuscript – keeping

• **University assistant Librarian/college librarian**

- I) A Master degree in LIS /documentation with at least 55% marks or its equivalents grade of B in the UGC seven points scale and consistently good academic record set in these regulation
- II) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by UGC.
- III) However candidates who are or have been awarded Ph.D.degree in accordance with the university grant commission.(minimum standards and procedure for Award of Ph.D.degree regulation 2009 shall be exempted from the requirement of minimum eligibility condition of NET/SLET/SET for requirement and appointment.

**Conclusion:** Library and information science profession developed much more today,than last academic period.Before 1994 librarian is considered as non-academic post.The qualification of particular post is very different from today ,up to date 11/12/1999 the qualification of librarian for recruitment and appointment is any post graduation and B.Lis. So that what happen such type of posts are not get improvement.From the date of completion as like assistant professor then academic status changed.today librarian reached up to topper places in higher education as well as higher post.Another good thing of library science profession designation of

university librarian changed to KRC director. It is started from government of Maharashtra.

#### References

---

1. Antoine Joseph/Berry/Ingram *Skilled Worker's Solidarity*, pp. 73-4, Taylor & Francis, 2000 ISBN 978-0-8153-3336-4
2. Philip S. Foner *History of the Labor Movement in the United States*, pp. 78-9, International Publishers Co., 1976 ISBN 978-0-7178-0388-0
3. Dirk Hoerder *American Labor and Immigration History, 1877-1920s*, p. 153, University of Illinois Press, 1983BN 978-0-252-00963-IS1
4. Robert H. Wiebe *Self-Rule*, pp. 132-3, University of Chicago Press, 1995 ISBN 978-0-226-89562-8
5. Y. S. Brenner *A Short History of Economic Progress*, p. 213, Routledge, 1969 ISBN 978-0-7146-1277-5
6. Detlef Mühlberger *Hitler's Followers*, p. 19, Routledge, 1991 ISBN 978-0-415-00802-0



7. Norbert Altmann/Christoph Köhler/Pamela Meil*Technology and Work in German Industry*, p. 279, Routledge, 1992 ISBN 978-0-415-07926-6
8. Thomas L. Friedman *The World Is Flat*, p. 147,