

NA-153

24

MANPOWER SURVEY
OF
SCIENTIFIC & TECHNICAL
INFORMATION SERVICES

REPORT

N. U. Yapa

NA-153

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Natural Resources, Energy & Science Authority of Sri Lanka, Colombo.

A C K N O W L E D G E M E N T S

The survey of manpower in Scientific and Technical Information Services was conducted on the request of the Working Committee on Scientific and Technical Information. Funds for the survey were made available by NARESA.

I am grateful to the members of the Working Committee for the advice and guidance provided to me.

I thank Dr. R.P. Jayewardene, Director General of NARESA, for the encouragement and supports provided for the survey.

Mrs. N. Amarasuriya, Assistant Director (Publications) assisted me by designing the questionnaires.

I hope the facts and figures given in the Report would help planners, administrators and decision makers in designing and development of S & T library systems in Sri Lanka.

N.U. Yapa
Director Information
NARESA.

Manpower Survey of Scientific & Technical Library and Information Personnel

1. INTRODUCTION

1.1. Manpower Resource

Manpower is widely recognized as an essential resource in all fields of development. This fact is particularly true in the field of library and information science. Efficiency and effectiveness of a library system is largely determined by the availability of professionally trained personnel at all levels of responsibilities.

Manpower, like any other resource, should be carefully planned, selected, organized, maintained and developed, to extract its maximum benefit. This is generally carried out in three phases. Firstly, suitable personnel is acquired. If people with required qualities are not available, trainable people are employed. In the second phase, the personnel are properly maintained by providing incentives and facilities. The third phase involves human resource development by training and re-training.

Emphasis is given for training and education in international, national and institutional development projects, as it is proven that success of a project depends on the availability of manpower resources in its all stages of development.

The need of trained manpower is gravely felt in newly emerging and rapidly growing fields of work. The library profession is going through a rapid transition period due to the impact of information technology. Lack of suitable personnel to handle library and related activities has been recognized as an impediment to the development of library services in Sri Lanka. Many institutions, particularly those in the science and technology sector, complain that provision of information services by their libraries does not bring desired results mainly because of lack of library personnel.

Foreign and International Organizations have funded a number of projects to develop information systems and services in Sri Lanka. The local counterpart which is responsible for the administration of a project is responsible for provision of manpower needed for the implementation of the information project. Several projects had not progressed as planned, due to non-availability of competent library personnel.

1.2. Need of Manpower Statistics

Sri Lanka National Library Services Board which is responsible for the development of library services in Sri Lanka had taken certain measures to collect information on library manpower. Directories published by the Board on Public and Technical libraries have information on library personnel. However these directories provide only a little help in manpower planning. A project has been launched by the Board to survey library resources, including manpower, in several districts. It is hoped that this project would equip the Board with facts and figures to design a national programme for the development of school and public libraries.

Sri Lanka Library Association which is the professional body responsible for the development of library profession, has recognized the importance of information on manpower. Lack of manpower statistics had deprived the Association of designing realistic professional development programmes and making strong representations to the Government for better training facilities.

Need of manpower statistics had been emphasised by experts in their reports and by experts groups in their deliberations.

Ms. Ann Irving who served the Sri Lanka Library Services Board as an expert in library education had submitted specific recommendations regarding manpower, in her report on "Education and training for library and information work". She states that :

"Manpower surveys are required in order to assist educators in defining their target groups in both short term and long terms. The surveys should attempt to identify the levels and numbers of personnel in each type of employment; the future requirements for each sector based upon projections of retirements, resignations, and sector growth; and the possible development or elevation of personnel from one grade or level to another"

The UNESCO/NARESA National Seminar on Scientific and Technical Information Policy which was held from 20 - 21 October 1986 in Colombo strongly recommended collection of data on library manpower to help in planning and development of library and information systems. One of the four main recommendations of the Seminar was on manpower development and users education. It states :

"Recognizing that despite the recognized importance of having professionally trained and qualified information personnel for the efficient and effective management of the information resources, manpower development has been inadequate and interaction between users and information scientists has also been insufficient. It is therefore recommended that :

A survey of information personnel be carried out to assess the current and projected requirements of manpower, taking into account the changing patterns of growth in information technology".

Recommendations of the National Workshop were considered by the Working Committee on Scientific and Technical Information Committee of the Natural Resources, Energy and Science Authority. The Working Committee requested the Sri Lanka Scientific and Technical Information Centre (SLSTIC) to conduct a manpower survey.

2. METHODOLOGY

2.1 Selection of Libraries

SLSTIC undertook the task of conducting manpower survey of library, documentation and information personnel in the science and technology sector. Objective of the survey was identified as the collection of information required for accessing the strength and deficiencies of manpower, identifying present and future requirements of personnel and evaluation of training needs at professional and semi-professional levels, in libraries and information centres attached to scientific and technical institutions.

For practical reasons, it was decided (a) to restrict the survey to the libraries participating in the Sri Lanka Scientific and Technical Information Network (SLSTINET) and (b) to obtain the services of librarians of SLSTINET to collect information relating to the survey.

Two questionnaires were designed (see annexures Ia & Ib) :
(a) Institution questionnaire (Q1) : to collect information about libraries (b) personnel questionnaire (QII) : to collect information about individual librarians. The questionnaires were discussed at the SLSTINET librarians meeting held on 27th January 1989.

The questionnaires were sent to all libraries participating in the SLSTINET, requesting the Officer-in-Charge of the library/information centre to fill-in the Institution questionnaire. Personnel questionnaire also sent to the same officers requesting them to distribute copies among the library staff.

2.2 Institution Questionnaire (QI)

The questionnaire was designed to obtain information relating to the library cadre. Information useful in determining relationship between type of library and the quality/quantity of library staff were requested in the questionnaire.

2.2.1. Type of Libraries

Libraries were divided into five mutually exclusive types:

- (a) Scientific Research (R) : Institutions which have strong research component were considered under this category. Majority of users of these libraries were scientific research workers.
eg. CRI, RRI, TRI, MR, NARA
- (b) Scientific & Technical (S) : Scientific Libraries which are not research oriented libraries were treated as S & T libraries. In general service organizations and organizations which have only a small research component, fall into this group.
eg. NARESA, DI, DF
- (c) Non Scientific (N) : Libraries in SLSTINET which have a substantial collection of S & T literature but attached to a non scientific organization fall into this category.
eg. SLIDA, NML, NIBM
- (d) Academic (A) : University libraries, and libraries attached to the Post Graduate Institutions were considered as academic libraries.
- (e) Public (P) : Libraries which are open to the general public and which contain material catering to all types of readers, were identified as public libraries.
eg. Colombo Public Library, British Council

2.2.2. Group of Institution

Libraries were further grouped according to the ownership of the parent organizations. Four groups of ownership were identified :

- (a) Government (G) : Departmental and ministerial libraries
- (b) Corporate (C) : Corporations, Statutory bodies, Universities, Banks
- (c) Private & Professional (P) : Private companies, Associations
Professional Institutions
- (d) Foreign (F) : International and Foreign organizations

2.2.3. Category of Employees

The library cadre was divided into five categories according to responsibility and professionalism. These categories were :

- I Managerial Professional - Professionally qualified staff in the managerial (executive) grades.
- II Non-Managerial Professional - Professionally qualified library personnel who have no managerial responsibility (who are in non-executives grades).
- III Non-Professional Managerial - Non-library personnel who possess managerial responsibilities in the library. Administration Officers, Publicity Officers, Publication Officers, Registrars (university) who are in the cadre of the library are counted in this category.
- IV Para Professionals - Posts that do not require professionally qualified persons. Library Assistants, Documentations, Assistants, Library Clerks are considered under this category.
- V Supportive Personnel - Staff who are in manual and Operative grades which does not require library qualifications.

It was explained that the incumbent of a post should not be considered in filling in the questionnaire.

It was observed that in a number of cases the person responsible for filling in the questionnaire had difficulties in categorizing the library staff. This was particularly observed in relation to category I and category III.

Information provided in questionnaires regarding salary of library personnel could not be used in the analysis. During the period between distribution of questionnaire and returning of them, there had been drastic changes in salary scales. These changes were introduced by Institutions at different points of time. Certain libraries had no clear idea about the salary scales and placements. Hence, it was decided to ignore this information hoping to conduct a separate survey in the future to collect accurate and reliable information relating to remuneration.

2.3 Personnel Questionnaire (QII)

The Personnel Questionnaire was designed to collect information relating to library staff. These had to be filled in personally by the library employees. The questionnaires were distributed through SLSTINET libraries. These library employees were requested to return the duly filled questionnaire direct to SLSTIC.

The questionnaire was organized into 4 sections : (a) personnel information (b) academic and professional qualifications (c) foreign training (d) employment in library. L

3. ANALYSIS OF DATA

3.1 Institutional Questionnaire

3.1.1. Response Analysis

Questionnaires were distributed among the libraries which participate in the Sri Lanka Scientific and Technical Network (SLSTINET). Total number of libraries in SLSTINET is 105. These include libraries serving exclusively scientists and technologists as well as libraries having substantial collections in Science and Technology. 105 libraries were from 95 institutions as some libraries have organized branches. (see annexure Ic)

Total number of scientific libraries, including Science, Engineering and the Agricultural and Medical Faculty Libraries, is 67 against 38 non-scientific libraries. (Main libraries of Universities, except for the University of Moratuwa, were considered as non-scientific libraries). Hence, 67% of participating libraries of SLSTINET belongs to the scientific library sector.

61 libraries returned the Institution Questionnaire; this is 58% of the total number of libraries participating in SLSTINET. Responded libraries included 36 scientific libraries and 25 non-scientific libraries. This means 54% of scientific libraries and 64% of non-scientific libraries responded.

Analysis of responses by (a) type of library and (b) Group of Institution, is shown below.

Type of Library

(See para 2.2.1)

	Public	Academic	Non Scientific	Scientific	Research	Total
Response	2	16	15	20	8	61
Participants	4	21	26	38	16	105
% of response	50	76	58	51	50	58

Group of the Institute

(see para 2.2.2.)

	Private	Government	Corporation	Foreign	Total
Response	2	15	42	2	61
Participants	7	27	67	4	105
% of response	28	55	62	50	58

3.1.2. Personnel Strength

Personnel strength of the 61 libraries which responded to the Institution Questionnaire was studied. The strength of personnel belonging to the four categories of employees (see para 2.2.3) in different types of libraries is given in the following table. The figures indicate the personnel strength according to the cadre; the actual numbers of employees are given with in paranthesis :

Type of Library

Type Category	Public	Academic	Scientific	Research	Non Scientific	Total
Managerial Professionals (I)	31 (30)	45 (36)	19 (16)	9 (7)	25 (14)	129 (103)
Non Managerial Professionals (II)	81 (80)	17 (15)	18 (14)	11 (7)	42 (28)	169 (144)
Managerial Non- Professionals (III)	2 (2)	11 (9)	5 (2)	3 (3)	3 (3)	24 (19)
Para professionals (IV)	3 (3)	190 (168)	18 (10)	19 (15)	23 (19)	253 (215)
Total	117 (115)	263 (228)	60 (42)	42 (32)	93 (64)	575 (481)

Group of Institution

Category \ Group	Private	Government	Corporation	Foreign	Total
Managerial Professional (I)	4 (3)	39 (37)	78 (63)	4 (4)	129 (103)
Non Managerial Professional (II)	-	98 (97)	65 (42)	6 (5)	169 (144)
Managerial Non Professional (III)	-	3 (3)	20 (15)	1 (1)	24 (19)
Para professional (IV)	4 (4)	-	246 (208)	3 (3)	253 (215)
Total	8 (7)	140 (137)	409 (324)	14 (13)	575 (481)

Above data discloses the following facts :

- (a) 26% of the staff is in managerial grades (categories I & III). This percentage is highest for scientific libraries (40%) and lowest for academic libraries (21%).
- (b) 51% of the staff is required to be professionally qualified (categories I & II). Highest percentage is for Public libraries (95%) and lowest for academic libraries (23%). This is because 72% of the staff of academic libraries is para professionals.
- (c) 16% of the posts are vacant. Analysis by ownership shows that the highest percentage of vacancies are in the corporation sector (21%).
- (d) 21% of managerial posts (I,III) and 18% of professional posts (I;II) are vacant. Non Scientific libraries are most affected by vacant posts. 38% of professional and 40% managerial posts of this type of libraries are vacant.

(Managerial = I & III , Professional = I & II)

Total Personnel Strength

(Number of Libraries)

Category \ No. of Perosns	1	2 - 5	6 - 10	11 - 25	> 25
Managerial Professional (I)	28	15	1	2	0
Non Managerial Professional (II)	15	15	2	1	1
Managerial Non Professiona (III)	8	7	0	0	0
Para professional (IV)	6	14	4	6	3
Total	14	23	11	10	3

Above table shows the number of libraries with a given number of employees in a given category. (eg. there are 28 libraries with 1 employee in the managerial professional category (Category I) ; 11 libraries have total staff between 6 - 10)

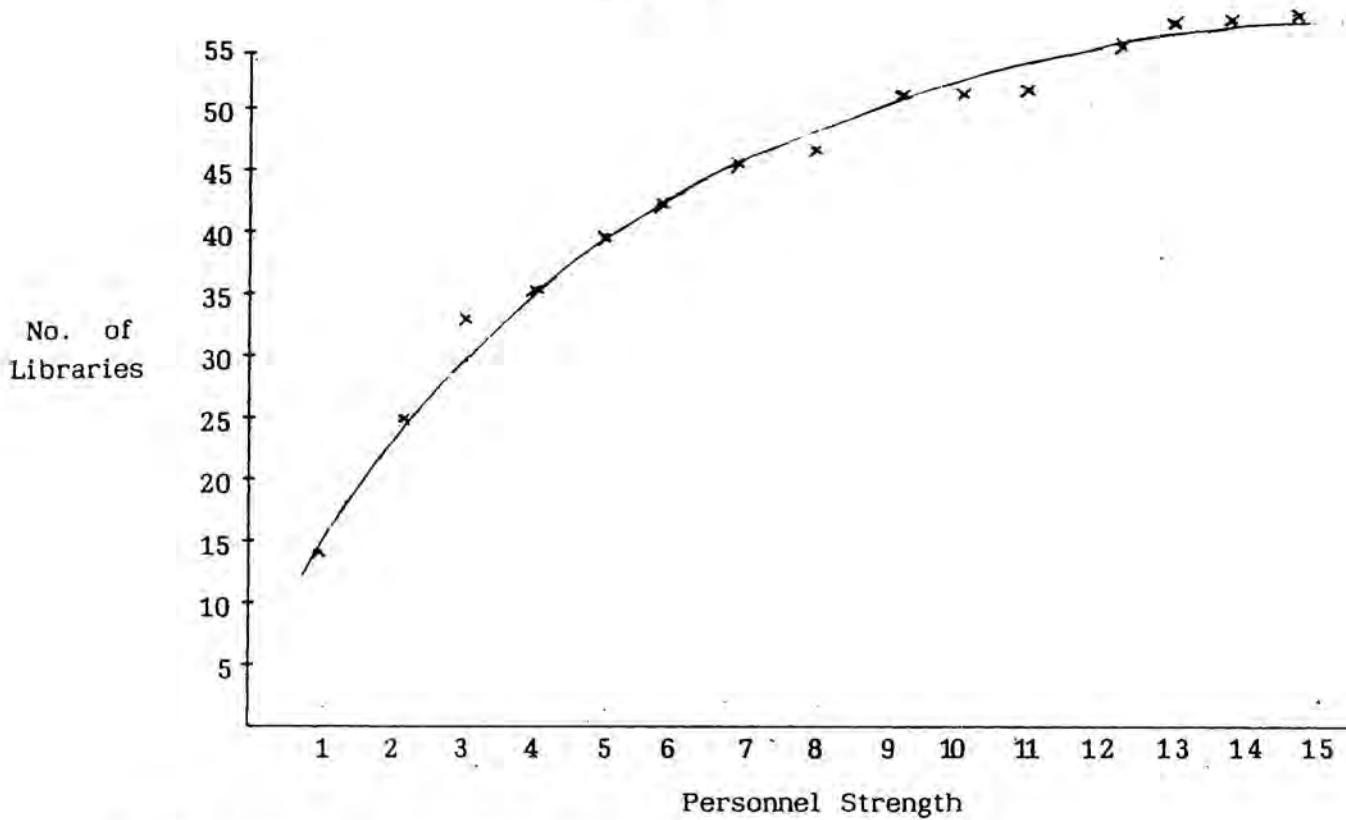
The data illustrates that the majority of libraries (46%) have only one managerial professional in the staff and 23% has 2 - 5 persons in the managerial professional category.

When strength of the total staff is considered, it discloses that 23% of libraries has one person in the staff while 38% has staff between 2 - 5. persons.

The following table shows the number of libraries having a given number of employees in the staff.

No. of Persons	No. of Libraries	Total No. of Libraries
1	14	14
2	9	25
3	8	33
4	2	35
5	4	39
6	4	43
7	2	45
8	1	46
9	5	51
10	-	51
11	-	51
12	2	53
13	2	55
14	-	55
15	-	55
>15	9	61

Above chart shows that 41% of the libraries has only 1 or 2 persons in the staff. Above information can be shown in a graph as below.



3.1.3 OIC of Library/Information Centre

Information provided in Information Questionnaire was analysed to identify the status and qualification of the Officer in charge of the library/information centre.

Type of Library (Status of OIC)
(Number of libraries)

Type Category	Public (P)	Academic (A)	Scientific (S)	Research (R)	Non Scientific (N)	Total
I	2	15	13	6	11	47
II	-	1	6	2	3	12
III	-	-	1	-	-	01
IV	-	-	-	-	1	1
Total	2	16	20	8	15	61

Group of Institution (Status of OIC)

(Number of Libraries)

Type Category	Private (P)	Government (G)	Corporation (C)	Foreign (F)	Total
I	2	9	34	2	47
II	-	5	7	-	12
III	-	-	1	-	1
IV	-	-	1	-	1
Total	2	14	43	2	61

Above data shows that 77% of the persons in charge of the libraries are managerial professionals. This percentage is highest in Academic libraries (93%). In scientific libraries that percentage is recorded as 65 .

The data collected shows that OIC positions of 6 libraries or 10% are vacant.

3.2 Personnel Questionnaire

3.2.1. Response analysis

271 questionnaires were received by March 1989. It was observed that staff members of some libraries which did not return the Institution questionnaires, sent the personnel questionnaire, giving their personnel information.

Response received is shown below by type of library and Group of Institution.

Type of Library

(see para 2.2.1)

	Public	Academic	Scientific	Research	Non Scientific	Total
Questionnaire II	23	119	52	23	54	271
Questionnaire I	115	228	60	42	64	481

Above figures show that the response to the personnel questionnaire was highest for Scientific (84%) and lowest for public libraries (20%)

3.2.2 Qualifications

Data was analysed to identify if there is any relationship between the degree of responsibility and qualification. Personnel were divided into four levels of qualification.

<u>Level</u>	<u>Qualifications</u>
A	with post graduate degree/diploma in librarianship and Associateship in librarianship
B	with degree and post graduate degree/diploma in librarianship
C	with degree and Associateship in librarianship
D	with degree only
E	with Associateship/national diploma
F	without either degree or associateship/national diploma

Type of Library
(Number of Persons)

Type Level of Qualification	Public	Academic	Scientific	Research	Non Scientific	Total
Post Graduate + Associateship (A)	2	15	3	3	3	26
Post Graduate (B)	2	22	4	2	7	37
Degree + Associateship (C)	2	-	6	2	16	26
Degree (D)	3	11	12	6	8	40
Associateship + National Diploma (E)	7	8	14	6	10	45
None (F)	8	64	13	5	7	97
Total	24	120	52	24	51	271

Above data indicates the following

- (a) 49% of personnel is professionally qualified; 10% has both postgraduate and associateship
- (b) 48% of personnel has degree. 24 persons have science degrees; this is equivalent to 9% of the total personnel strength
- (c) 36% has associateship in librarianship. 71 of them are associates of the Sri Lanka Library Association. This is equivalent to 26% of the total personnel strength

Qualification Vs Category

Data was analysed to determine relationship between level of qualifications and category of employee. The following table shows the relationship between these two characteristics.

Level Category	Post Graduate + Associate (A)	Post Graduate + (B)	Degree + Associate (C)	Degree (D)	Associate / National Diploma (E)	None (F)	Total
Managerial Professional I	24	29	21	21	28	20	143
Non Managerial Professional II	1	7	4	12	1	2	27
Managerial Non Professional III	-	-	-	2	1	4	7
Para Professional IV	3	1	1	6	14	69	94
Total	28	37	26	41	44	95	271

Above matrix illustrates the following facts

- (a) 29% of the personnel in category I (Managerial Professional) is non professionals. 32% of the personnel in professional grades (category I and category II) are non professionals
- 19% of non-professional grades (category III and category IV) is occupied by professionals.
- (c) 27% of personnel in the para professional grade (category IV) has professional qualifications
- (d) 12% of personnel in the para professional grade are graduates.

3.2.2. Women in Librarianship

Data collected from the personnel qualification was analysed to identify how personnel by gender is distributed.

Status of Women
(Number of Persons).

Level	Managerial Professional (I)	Non Managerial Professional (II)	Managerial Non Professional (III)	Paraprofessional	Total
Women	83	16	4	62	165
Total	143	27	7	94	271
%	58	59	57	65	61

- (a) 58% of the professional posts is held by women
- (b) Women hold 58% of the managerial posts

Qualifications of Women
(Number of Persons)

Level	A	B	C	D	E	F	Total
Women	15	21	20	22	31	56	165
Total	28	37	26	41	44	95	271
%	54	57	77	54	70	59	61

- (a) Women comprises 64% of the professionally qualified persons
- (b) 59% of the graduates are women

3.2.3. Women as officers in charge of libraries

Position of women with respect to their responsibility as the Officer in Charge of the library was examined. The following table shows how various institutions have chosen women to become the head of the library/information division.

	Public	Academic	Scientific	Research	Non Scientific	Total
Women	1	8	15	4	8	36
Men	1	8	4	2	6	21
Total	2	16	19	6	14	57
% Women	50	50	79	66	57	63

Above table shows that 63% of OIC positions are held by women. This percentage is highest for scientific libraries (79%).

4. CONCLUSION

The findings of the survey confined to 61 libraries in SLSTINET. As these libraries include the major libraries it could be predicted that the features of the surveyed group is applicable to the entire population of S & T libraries.

Two databases were created using the data collected : (a) Institutional database and (b) Personnel database. It is intended to update the databases as an ongoing programme. After collating data for this report, several revisions had been made in the databases. It is possible to provide more detail information using the databases.

It is planned to publish two directories using the data collected for the survey: Those are (a) who's who in SLSTINET (b) Manpower in SLSTINET.

Pie charts, summarizing the statistics collected in survey, are provided in Annexute Id.

5. REFERENCES

1. Greene, Gloria

Second survey of library and information manpower needs in the Caribbean/prepared by Gloria Green and Reive Robb, Paris : UNESCO, 1985. 2vol.

2. Moore, Nick

Guidelines for conducting information manpower surveys/prepared by NICK Moore. Paris : UNESCO, 1985. 92p.

MANPOWER SURVEY OF S & T LIBRARY & INFORMATION SERVICES
Institution Questionnaire

1. Head of the Library/Information Centre

Name:
Designation:
Organization:
Address:
Telephone No.:

2. PARENT ORGANIZATION

2.1 Group of Organization

2.2 Type of Library

- | | | | |
|-------------------------------------|--------------------------|--------------------|--------------------------|
| (1) Government | <input type="checkbox"/> | (1) Public | <input type="checkbox"/> |
| (2) Corporations & Statutory Bodies | <input type="checkbox"/> | (2) Academic | <input type="checkbox"/> |
| (3) Private & Professional | <input type="checkbox"/> | (3) Scientific | <input type="checkbox"/> |
| (4) International & Foreign | <input type="checkbox"/> | (4) Research | <input type="checkbox"/> |
| | | (5) Non Scientific | <input type="checkbox"/> |

3. PERSONNEL

NOTE A: For easy identification and analysis of the situation and problems relating to the manpower, the library and allied personnel have been categorized as follows:

- Category I - Managerial professionals
(Librarians, documentalists, information ^{officers} scientists etc.)
- Category II - Non-Managerial professionals
(Librarians, Documentalists, Information Scientists etc.)
- Category III - Managerial non professionals
Library (Publications officers, Administrative Officers, Translators etc.)
- Category IV - Library paraprofessionals
(Library Assistants, Documentation Assistants etc.)
- Category V - Clerical personnel in the Library

NOTE B: When filling the questionnaire please provide information relating only to the position and not to the person holding the position.

3. PERSONNEL (please refer to Nos A & B before filling)

Category (see note A)	List Designations belong to each category	All inclusive monthly salary (no. of persons)					Personal strength as on 30 June 1987	
		Rs. 25000/- and above	Rs. 24000 to 18000	Rs. 18000 to 12000	Rs. 12000 to 9000	Rs. 9000 and below	No. according to existing cadre	No. of Positions actually filled
Category I								
Category II								
Category III								
Category IV								
Category V								

Date:

Signature

Please return the completed questionnaire by to Director Information/NARESA.

MANPOWER SURVEY OF S & T LIBRARY & INFORMATION PERSONNEL

Personnel Questionnaire

1. General Information:

1.1 Name:

1.2 Designation:

1.3 Organization:

1.4 Place of work (Address):

1.5 Telephone No.:

1.5 Address (Permanent):

Telephone No.

2. Qualifications (Academic & Professional)

Name of course	Organization which held the course	Degree/Diploma	Main Subjects	Year

3. Training (Abroad)

(Indicate library/information training facilities you have received abroad)

/Please do not include any programme mentioned in Para 2/

Area of training	Name of course	Year	Duration of course	Training Organization	Country

7 listed
organiza-
tion

4. Training (Local) (After 1975)

5 Employment Record (including present employment)

Designation	Organization	Position	From	To

Date:

.....
Signature:

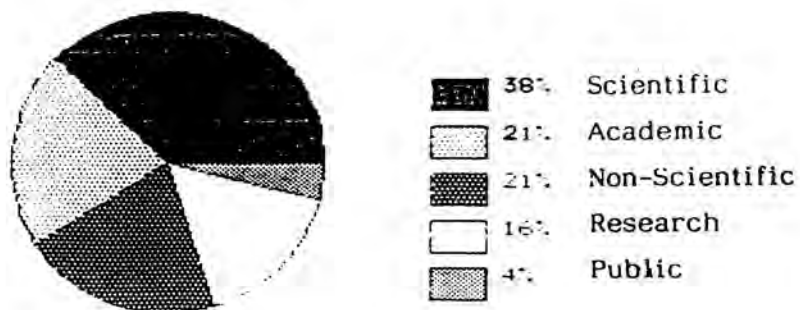
Please return the completed questionnaire by to:-
Head (National Biodiversity Science Centre)
 Director (Information)
 Natural Resources, Energy & Science Authority,
 47/5, Maitland Place,
 Colombo 7.

- 1 AC/C; AMERICAN CENTRE; 39 Sir Ernest de Silva Mawatha; Colombo 7.
- 2 ACC; ARTHUR C. CLARKE CENTRE FOR MODERN TECHNOLOGIES; Katubedda Moratuwa
- * 3 AEA; ATOMIC ENERGY AUTHORITY; 6961-1, Galle Rd.; Colombo 3
- 4 ARTI; AGRARIAN RESEARCH & TRAINING INSTITUTE; 114 Wijerama Mawatha; Colombo 7.
- 5 BC/C; BRITISH COUNCIL; 49, Alfred Houses Gardens; Colombo 3.
- * 6 BC/K; BRITISH COUNCIL; 170 D.S.Senanayake Veediya; Kandy;
- 7 BMARI; BANDARANAIKE MEMORIAL AYURVEDIC RESEARCH INSTITUTE; Nawinna; Maharagama
- * 8 CDA; COCONUT DEVELOPMENT AUTHORITY; Planning Division; 10-320 T.B. Jaya Mawatha; Colombo 10.
- * 9 CDI; CENTRE FOR DEVELOPMENT INFORMATION; National Planning Division; Ministry of Finance and Planning Colombo 1.
- * 10 CEA; CENTRAL ENVIRONMENTAL AUTHORITY; Maligawatte New Town; P.O. Box 2205 Colombo 10
- 11 CEB; CEYLON ELECTRICITY BOARD; Sir Chittampalam Gardiner Mawatha; Colombo 2.
- * 12 CECB; CENTRAL ENGINEERING CONSULTANCY BUREAU; 500 T.B. Jaya Mawatha; Colombo 10
- * 13. CHPB; CENTRE FOR HOUSING PLANNING & BUILDING; P.O.Box 893; "SAVSIRIPAYA"; Wijerama Mawatha Colombo 7
- 14 CIMA; CHARTED INST. OF MANAGEMENT ACCOUNTANTS (SRI LANKA) BRANCH; 10 Skelton Road ; Colombo 5;
- * 15. CISIR; CEYLON INSTITUTE OF SCIENTIFIC & INDUSTRIAL RESEARCH; 363 Buddhaloka Mawatha; Colombo 7.
- * 16 CPC/C; CEYLON PETROLEUM CORPORATION; 113 Galle Road; Colombo 3.
- * 17 CPC/R; CEYLON PETROLEUM CORPORATION (REFINERY); Sapugaskanda; Kelaniya.
- * 18/ CRI; COCONUT RESEARCH INSTITUTE; Coconut Information Centre; Mendiruppu Estate; Lunuwila.
- * 19/ CSC; CEYLON STEEL CORPORATION; Oruwela; Athurugiriya
- * 20/ CWE; CO-OPERATIVE WHOLESALE ESTABLISHMENT; 440 Union Place; Colombo 2.
- * 21/ DAC; DEPARTMENT OF AGRICULTURE; Gannoruwa; Peradeniya.
- 22 DB; DEPARTMENT OF BUILDINGS; "Sethairipaya"; Battaramulla.
- * 23 DCS; DEPARTMENT OF CENSUS & STATISTICS; P.O. Box 563 ; 11-1, Independence Avenue; Colombo 7
- * 24/ DEP; DEPARTMENT OF EDUCATIONAL PUBLICATIONS; P.O. Box 520; New Secretariat; Maligawatta
- * 25/ DP; DEPARTMENT OF FORESTRY; 5 Kew Road; P.O. Box 509; Colombo 2.
- 26 DFCC; DEVELOPMENT FINANCE CORPORATION; 73-5 Galle Road; Colombo 3.
- 27 DGA; GOVERNMENT ANALYST'S DEPARTMENT; Torrington Square; Colombo 7.
- * 28/ DGS; DEPARTMENT OF GEOLOGICAL SURVEY; Sri Jinarathana Road; Colombo 2
- 29 DH/C; DEPARTMENT OF HIGHWAYS; Chatham Street; Colombo 1
- 30 DH/M; DEPARTMENT OF HIGHWAYS/M & D DIVISION; P.O. Box 21; Mt. Leavinia
- 31 DI; DEPARTMENT OF IRRIGATION; Buddhaloka Mawatha; Colombo 7.
- * 32/ DL; DEPARTMENT OF LABOUR; Narahenpita; Colombo 5
- 33 DL/OH; DEPARTMENT OF LABOUR/DIVISION OF OCCUPATIONAL HYGIENE; 5/ Jawatta Road; Colombo 5.
- 34 DMEC; DEPARTMENT OF MINOR EXPORT CROPS; Research Station; Matale.
- * 35 ICA; INSTITUTE OF CHARTERED ACCOUNTANTS; 30A Longdon Place; Colombo 7
- * 36 IDB; INDUSTRIAL DEVELOPMENT BOARD; 615 Galle Road Katubedda; Moratuwa.
- 37 IE; INSTITUTE OF ENGINEERS; 120-10 Wijerama Mawatha; Colombo 7.
- * 38 IFS; INSTITUTE OF FUNDAMENTAL STUDIES; Hotel Hanthana Kandy
- 39/ IIM; INSTITUTE OF INDIGENOUS MEDICINE; Cotta Road; Colombo 8
- * 40. IIMI; INTERNATIONAL IRRIGATION MANAGEMENT INSTITUTE; Digana Village VIA Kandy
- 41 IHCCPT; INTER-MINISTRY COMM. FOR COORDINATION & PLANNING TRANSPORT; Technical Secretariat; 29 Gregory's Road;
- * 42 MADR; MINISTRY OF AGRICULTURAL DEVELOPMENT & RESEARCH; 73-1 Galle Road; Colombo 3.
- * 43/ MARGA; MARGA INSTITUTE; 61 Isipethana Mawatha; Colombo 5.
- 44 MASL; DATA REGISTRY PROGRESS/PLANNING & MONITORING UNIT; Mahaweli Authority; T.B. Jayah Mawatha ; Colombo 10.
- 45 MDB; MAHAWELI DEVELOPMENT BOARD; 11 Jawatta Road; Colombo 5.
- * 46 ME; MINISTRY OF EDUCATION; Malay Street; Colombo 2.
- 47/ MH(PD); MINISTRY OF HEALTH - PLANNING DIVISION; P.O. Box 513 Colombo 2
- 48/ MPE; MINISTRY OF POWER AND ENERGY; P.O. Box 576 Colombo 2
49. MRI; MEDICAL RESEARCH INSTITUTE; Baseline Road; Colombo 8.
- 50 NARA; NATIONAL AQUATIC RESOURCES AGENCY; Crows Island; Mattakkuliya; Colombo 15.
- 51 NBRO; NATIONAL BUILDING RESEARCH ORGANISATION; 99-1, Jawatte Rd. Colombo 5
- * 52/ NCMC; NORTH COLOMBO MEDICAL COLLEGE; P.O.Box 6; Talagolla Road; Ragama.
- * 53 NDB; NATIONAL DEVELOPMENT BANK OF SRI LANKA; 6th Floor Ceylinco House; Janadipathi Mawatha; Colombo 1.
- * 54 NDD; NATIONAL DANGEROUS DRUGS CONTROL BOARD; NO.9, Sir Baron Jayathilake Mawatha, Colombo 9
- * 55 NERD; NATIONAL ENGINEERING RESEARCH & DEVELOPMENT CENTRE; 2P-17B IDB Industrial Estate; Ekala; Ja-ela.
- * 56 NIEM; NATIONAL INSTITUTE OF BUSINESS MANAGEMENT; 120-10 Vidya Mawatha; Colombo 7
- * 57. NIHS; NATIONAL INSTITUTE OF HEALTH SCIENCES; Kalutara.
- * 58 NIPM; NATIONAL INSTITUTE OF PLANTATION MANAGEMENT; Ratuwila Estate; M.D.H. Jayawardene Mawatha; Athurugiriya.

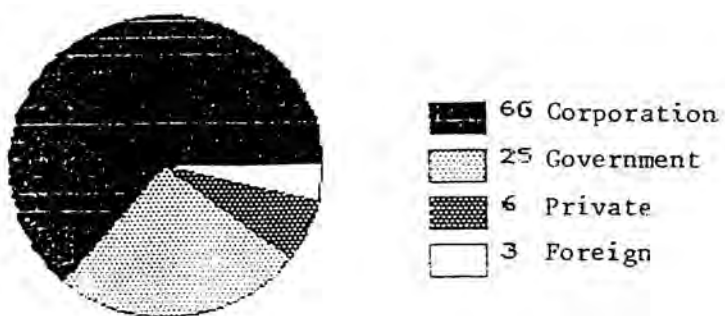
- * 59 NLSB; SRI LANKA NATIONAL LIBRARY SERVICES BOARD; P.O. Box 1764; Independence Avenue; Colombo 7.
- * 60 NML; NATIONAL MUSEUMS LIBRARY; Department of National Museums; P.O. Box 854; Colombo 7
- * 61 PB; PEOPLES BANK/DOCUMENTATION UNIT; Sir Chittampala Gardinar Mawatha; Colombo 2
- * 62 PGIA; POST GRADUATE INSTITUTE OF AGRICULTURE; University of Peradeniya; Old Galaha Road; Peradeniya
- * 63 PGIM; POST GRADUATE INSTITUTE OF MEDICINE; Kynsey Road; Colombo 8.
- * 64 PIC; POPULATION INFORMATION CENTRE; 407, Bauddhaloka Mawatha; Colombo 7.
- * 65 PIM; PSOTGRADUATE INSTITUTE OF AMNAGEMENT; 73-21, Sri Saranankara Rd.
Dehivala
- * 66 PL; PUBLIC LIBRARY; 25 Ananda Coomaraswamy Mawatha; Colombo 7.
- * 67 RDD; MINISTRY OF PLAN IMPLIMENTATION - REGIONAL DEVELOPMENT DIVI.; Janadhipathi Mawatha
Colombo 1
- * 68 RRI/A; RUBBER RESEARCH INSTITUTE; Dortonfield; Agalawatta.
- * 69 RRI/R; RUBBER RESEARCH INSTITUTE; Colombo Offices & Laboratory; Telawela Road; Katmalana;
- * 70 SAK; SCHOOL OF AGRICULTURE; Kundasale;
- * 71 SEC; STATE ENGINEERING CORPORATION; 150 W.D. Mamanayake Mawatha; Colombo
- * 72 SLAF; SRI LANKA AIR FORCE/COMMAND LIBRARY; P.O. Box 594; Colombo 2
- * 73 SLCTB; SRI LANKA CENTRAL TRANSPORT BOARD; Werahera; Boralesgamuwa
- * 74 SLIA; SRI LANKA INSTITUTE OF ARCHITECTS; 120-10, Wijerama Mawatha
Colombo 7
- * 75 SLICM; SRI LANKA INSTITUTE OF COOPERATIVE MANAGEMENT; 127 Grandpass Road; Colombo 14.
- * 76 SLIDA; SRI LANKA INSTITUTE OF DEVELOPMENT ADMINISTRATION; 28-10 Longdon Place; Colombo 7;
- * 77 SLML; SRI LANKA MEDICAL LIBRARY; 6 Wijerama Mawatha; Colombo 7.
- * 78 SLPA; SRI LANKA PORTS AUTHORITY CENTRAL LIBRARY; Planning R & D Division; 45 Layden Bastian Road
Colombo 1.
- * 79 SLRC; SRI LANKA RUPAVAHINI CORPORATION; Torrington Square; Colombo 7
- * 80 SLSI; SRI LANKA STANDARDS INSTITUTE; No. 76, 1-1 Haig Rd.; Duminda Building
Colombo 4.
- * 81 SLSTIC; SRI LANKA SCIENTIFIC & TECHNICAL INFORMATION CENTRE; 47-5 Haitland Place; Colombo 7.
- * 82 SLTC; SRI LANKA TECHNICAL COLLEGE; Maradana; Colombo 10
- * 83 SLTYC; SRI LANKA TYRE CORPORATION; Kelaniya
- * 84 SRI; SUGARCANE RESEARCH INSTITUTE; Uda-Walawe
- * 85 TRI; TEA RESEARCH INSTITUTE; St. Coombs; Talawakelle.
- * 86 TTC; TELECOMMUNICATION TRAINING CENTRE; Welisara; Ragama
- * 87 UB; EASTERN UNIVERSITY OF SRI LANKA; Vantharamoolai; Chenkaladi.
- * 88 UC; UNIVERSITY OF COLOMBO; P.O.Box 1698; Colombo 7.
- * 89 UC/M; UNIVERSITY OF COLOMBO/MEDICAL FACULTY; Kynsey Road; Colombo 8.
- * 90 UDA; URBAN DEVELOPMENT AUTHORITY; 27 D.M. Wijewardena Mawatha; Colombo 10.
- * 91 UJ; UNIVERSITY OF JAFFNA; P.O. Box 57; Thirunelvely; Jaffna.
- * 92 UJ/M; UNIVERSITY OF JAFFNA/ FACULTY OF MEDICINE; Adiyapatham Road; Wokuvil; Jaffna.
- * 93 UK; UNIVERSITY OF KELANIYA; Dalugama; Kelaniya
- * 94 UM; UNIVERSITY OF MORATUWA; Katubedda; Moratuwa.
- * 95 UO; OPEN UNIVERSITY OF SRI LANKA; P.O.Box 21; Nawala; Nugegoda.
- * 96 UP; UNIVERSITY OF PERADENIYA; Peradeniya.
- * 97 UP/E; UNIVERSITY OF PERADENIYA/ FACULTY OF ENGINEERING; Peradeniya
- * 98 UP/M; UNIVERSITY OF PERADENIYA/ FACULTY OF MEDICINE; Peradeniya.
- * 99 UR; UNIVERSITY OF RUHUNA; Matara
- * 100 UR/A; UNIVERSITY OF RUHUNA/ FACULTY OF AGRICULTURE; Mapalana; Kamburupitiya
- * 101 UR/M; UNIVERSITY OF RUHUNA/ FACULTY OF MEDICINE; Calle
- * 102 USJ; UNIVERSITY OF SRI JAYAWARDHANAPURA; Gangodavila; Nugegoda
- * 103 VRI; VETERINARY RESEARCH INSTITUTE; Gannoruwa; Peradeniya.
- * 104 WRB; WATER RESOURCES BOARD; Independence Avenue; Torrington Square; Colombo 7.
- * 105 WSDB; NATIONAL WATER SUPPLY & DRAINAGE BOARD; P.O. Box 14; Mount Lavinia

* responded

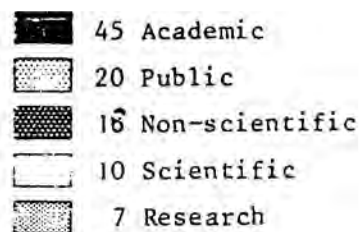
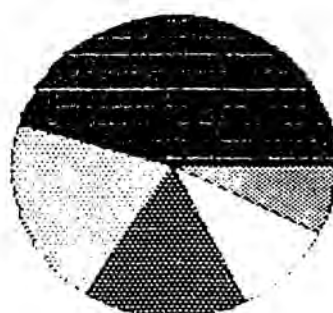
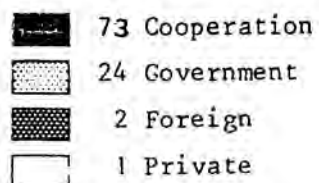
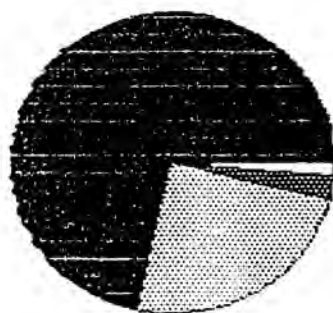
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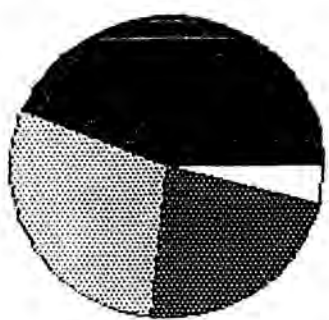
Type of Library



Category of Institution

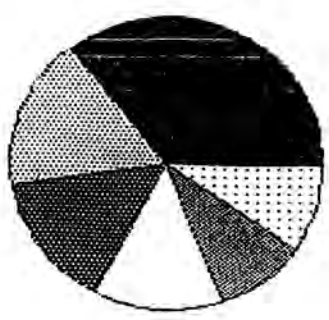
PERSONNEL STRENGTHType of LibraryGroup of Institution

EMPLOYMENT



- 44 Para-professional
- 29 Non Managerial Professions
- 22 Managerial Professional
- 5 Managerial Non-professional

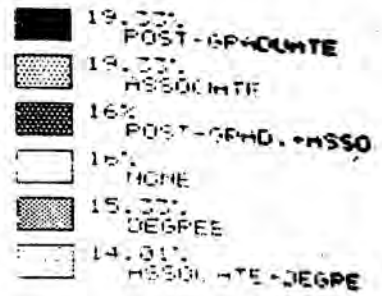
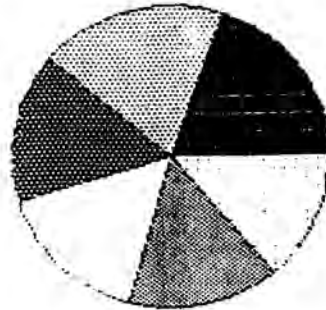
Category



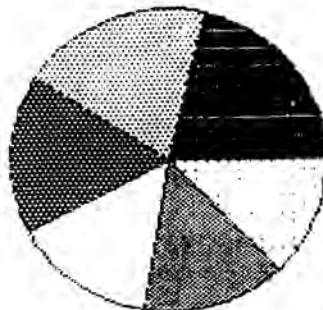
- 38 None
- 17 Associate
- 14 Degree
- 13 Post-graduates
- 9 Post-graduate+Associate
- 9 Associate+Degree

Profession

QUALIFICATIONS



Managers



Professionals