

**PROMOTING EMPLOYMENT OPPORTUNITIES FOR LIBRARIANS THROUGH
FEE-BASED LIBRARY AND INFORMATION SERVICE DELIVERY IN FEDERAL
MINISTRY LIBRARIES, ABUJA, NIGERIA.**

By

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Abstract

The study investigated the promotion of employment opportunities for librarian through fee-based library and Information service delivery in federal ministry Libraries, Abuja, Nigeria. Descriptive survey design was adopted for the study. The population of the study is 135 which is made up of the entire librarians in the 46 Federal Ministries in Federal Capital Territory, Abuja Nigeria. Total enumeration technique was used for the study since the population size is small and accessible. Questionnaire was used to collect data from the respondents, while the data collected was analyzed using mean and standard deviation. The findings revealed that, librarians working in federal ministry Libraries, Abuja, Nigeria only engage in organizing private libraries and information consultancy services which shows low involvement of librarians to promote their employment opportunities and diversify their income. The extent to which the delivery of fee-based library and Information service can promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria is very high. This is because it will help librarians to diversify their income, and help the librarians to save money easily. However, their low involvement is caused by challenges such as lack of inforpreneurship mindset among librarians, lack of recognition of the roles of librarians by the society, inadequate marketing of fee-based information services among librarians, low self-efficacy and confidence among librarian to offer fee-based services, and inadequate digital skills among librarians. The study recommended among others that, the librarians should acquire the required digital skills that will make the society to demand for their services and being very ready to pay for such services.

Keywords: Librarian, Fee-based Library and Information Service, Employment Opportunities, Inforpreneurship, Freelance Librarianship

Introduction

The continuous rise of inflation in Nigeria without corresponding rise of workers' salary subject civil servants to a state where their monthly take home hardly pays all the bills within the month, most especially those living in the federal capital territory, Abuja, where the cost of livelihood is very expensive, most especially house rent, food, transportation, as well as school fees. This ugly situation might be resolved for librarians if they engage in fee-based library and information services as a source of additional income.

Fee based library and information services refers to the freelance and consultancy information services provided by an information professional for a specific fee. These services are usually focused on information seeker that needs specialized or high-level information service delivery. According to Ejezie and Okeke (2021) fee-based library services is an effort made by libraries and librarians to market, in exchange for money, the services rendered to library users. Ishola (2014) conceptualized fee-based library services as a profit-oriented service. These services are specialized services that information users seek to satisfy a specialized need. Like other professionals, librarians should acquire specialize information handling and hi-tech digital skills that people are ready to pay for their services. This is imperative in this period of inflation for library and information professionals to offer specialized services for a fee so as to complement their salary which can hardly pay the monthly bills.

Fee based library service are freelance and consultancy services offered for a fee. According to Jenda (2000) fee-based services are library services offered for a fee to distinguishable information user or users which may or may not be the primary users of the institution. This implies that, apart from the primary role of information resources and service delivery to a specific user community, the librarians can also offer a specialized information services or resources for a fee to their primary users or other member of the society. Igyuve and Ashaver (2014) argued that fee-based library and information services provides extra income to the librarians and even the libraries, which is necessary to complement the poor funding and inflation.

Fee-based library and information services are information services that the users requires to pay a certain amount of money for its delivery. Reitz (2004) defined fee-based library and information services as an information service offered by a library or information brokers or

a freelance librarian in exchange for monetary payment. Such monetary payment is expected to serve as an additional income for the libraries or librarians. Professionals in the legal field provide specialized consultancy services to clients, doctors provides specialized services such as family doctor or medical consultancy services to people, and so on. Librarians are also positioned to provide specialized services to information users for a fee. These services are most times outside the job specifications and description of the librarians and might involve additional skills apart from the conventional skills gained from the library school.

Some notable fee-based library and information service are organization of private libraries for member of the society, most especially politicians, literature search assistant service, virtual reference services, computer data processing and printing of documents, freelance cataloguing and classification, which involves cataloguing and classifying resources in private or private libraries, research data analysis services, compilation of bibliographies or directories, repackaging of information, reprographic services, installation of software and general automation of the libraries among others. Ejezie and Okeke (2021) identified common fee-based library and information services to include current awareness services, translation services, bibliography compilation, and selective dissemination of information, photocopying services, information consultancy, information repackaging, internet services, indexing and abstracting services.

The above mention services might be offered on a freelance mode by the librarians for additional personal income or for the library they serve. However, the focus of this study is on the provision of these fee-based library and information services for additional personal income to complement the salary of workers in Nigeria civil services that can hardly pay bills comfortably. The librarians who offer fee-based library and information services are sometimes

called freelance librarian or information broker or even inforpreneurs recently. The roles of Librarian have changed in the 21st century. According to Ntogo-Saghanen and Eссор (2021) the role of librarian in information gathering and dissemination is continually evolving in the 21st century to meet the social, political, economic, scientific and technological needs of information seekers. This change has positioned the librarian to upskill, most especially in advance digital skills so as to provide specialized services to the information seekers who are now ready to pay for such services.

The law establishing libraries in Nigeria, made it compulsory for every ministry, institutions and organisations to have a functional library to provide information resources and services to the employees for enhanced productivity. It is this law that made most Federal ministries to have library and subsequently librarians to manage the library. Like other civil servants in Nigeria civil services, librarians in federal ministry libraries suffer from poor salary which became worse recently due to increased inflation in the last decade without adequate rise in the salary of workers. As suggested by Barbosa, Monteiro and Murta (2016), library professionals should actively pursue financial independence; there is a need for them to explore other ways of generating finance other than their monthly salary, which could contribute to their financial satisfaction. This has led to low level of job satisfaction and consequently staff turnover or even frustration as the cost of house rent, foods, transportation, school fees, clothes among others continue to rise in Nigeria, most especially in the Federal Capital of the country, Abuja. Hence, like other civil servants, librarians working in federal ministry libraries, Abuja needs to diversify their sources of income so as to comfortably pay bills and stay happy and motivated to perform their job satisfactorily.

Since, the federal government is reluctant to increase the salary of the workers to reflect the inflation rate in the country. This ugly condition of services can be remedied for librarians through their engagement in freelancing and fee-based library and information service delivery to member of the public who might need such specialized services. All thanks to emerging technology, some of these services can be offered over the internet and even during office work hours (virtual reference services, electronic document search and delivery assistant services, research data analysis, big data analysis among others. it is from the foregoing, that this study was conceived to examine the promotion of employment opportunities for librarians through fee-based library and Information service delivery among librarians in federal ministry Libraries, Abuja, Nigeria.

Purpose of the Study

The main purpose of the study is to examine delivery of fee-based library and Information services to promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria. The specific purposes of the study are to:

1. Identify the types of fee-based library and Information service delivered by librarians in federal ministry Libraries, Abuja, Nigeria.
2. Examine the extent of fee-based library and Information service delivery by librarians in federal ministry Libraries, Abuja, Nigeria.
3. Ascertain the extent to which the delivery of fee-based library and Information services promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria.

4. Identify the challenges affecting the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria.
5. Suggest strategies to enhance the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria.

Literature Review

In its wider sense, fee-based library and Information service include the entrepreneurship opportunities in library and information profession. Perumal and Visalatchi (2020) found out that the entrepreneurship opportunities which librarians venture into to enhance employment opportunities for themselves and others are categorized into two; the conventional opportunities and those opportunities brought by advancement in digital technology of the 21st century. Hence, for the authors; the conventional self-employment of library and information science field includes book indexing, publishing and selling, binding, lending libraries, bibliotherapy, content writing and reviewing, subject bibliographies based on demand and anticipating needs of the users and others. The convergence of science and technology directed libraries has brought about a shift from paper library to digital library which subsume typical online jobs like electronic publishing, webometric services, library-oriented software developments, citation analysis, big data analytics, information brokerage, etc.

In another empirical study, Barman and Baishya (2015) found out that library and information professionals engage in many freelance information services to diversify their income, some of such services are develop subject specific websites, vendor of reading material,

create paid contents and furniture, broker/consultant/freelancer services and ghostwriting services etc. Similarly, Okeke (2013) in yet another empirical study found out that the major freelance or fee-based information services librarians can engage are consultancy services, book binding, organization of libraries for private individuals and firms, selling and consulting etc. Babalola, Adamu, Aji, Abubakar, and Shekarau (2022) opined that if librarians are properly trained, they are better positioned to offer such fee-based services and freelancing as indexing, knowledge management, printing and publishing, abstracting, collection management, database development and management, organisation of knowledge, current awareness services, research assistant services, bibliographic and metadata searching, journals and book business, reprographic services among others.

Other fee-based library and information services, as reported by Ilo, Idacrefama & Fufuri (2016) in their study are reprographic services, cyber cafe service, repackaging of information, and consultancy services. Akpena & Duosakeh (2020) reported book vending, digital publishing, indexing services and information brokerage, were found to be the major types of infopreneurial services provided by infopreneurs/librarians. Rodriguez (2018) stated that freelancing information professionals can consult, teach, research, edit, index, run workshops, adjunct at universities, write content, design for web, opt mix suites for search engines, analyse data, tell stories at children's programmes, staff reference desks on weekends and evenings, etc. According to him, all these could be done in addition to the freelancer's working hours (if employed elsewhere).

Despite these opportunities, Anyaoku & Nwosu (2009) reported that librarians in Nigeria are not adequately exploring these opportunities to provide additional source of fund for themselves and the institution they work for. Similarly, Ifidion (2005) found out that librarians in

Nigeria have not fully involved in fee-based service delivery. Also, Obodoeze (2007) reported low provision of fee-based library and information services among librarians working in different academic libraries. These previous however, focused on the provision of fee-based library and information service delivery for institutional benefits not as sources of income for the librarians whose salary most time in public and private sector can hardly pay their bills comfortably, talk less of saving due to high rate of inflation. Okeke, Urhiewhu and Nwafor (2015) found out that librarians engage in fee-based library service to a very low extent

The major challenges affecting librarians from engaging in fee based library and information services are inadequate digital skills, low inforpreneurship mindset, heavy work schedule among others. Akpena & Duosakeh (2020) found out that most of the challenges that affects librarians from engaging in freelance and inforpreneurship as defective LIS curriculum, lack of interest in business, unwillingness to take risk, low public image of librarians, inability to see opportunities, low marketing skills, poor attitude towards business, and lack of business ideas. Adetayo, and Abiola (2021) reported inadequate technological skills and lack of entrepreneurial mindset among librarian, while Anyaoku (2012) found out that internet has reduced the relevance of librarians in the society, hence, librarians must upskill to possess advance skills for the society to demand for them and pay for such specialized services. Additionally, Ejezie & Okeke (2021) found out that the major challenge affecting the provision of fee-based library and information services are copyright issues, lack of marketing skills and techniques among staff lack of fee-based policy and dearth of library materials.

Adetayo, and Abiola (2021) reported that librarians earn additional income from inforpreneurship when properly established and managed. The author furthered that, if librarians involves in fee based or freelance services, it will enhance their self-confidence, knowledge gain,

impacted people's lives, sense of fulfilment, financial independence and Recognition. Okeke, Urhiewhu and Nwafor (2015) suggested that, librarians should conduct in-depth feasibility study before establishing inforpreneurship centers and skills required to sustain such ventures, and upskilling of librarians in emerging digital skills and competencies as the major strategies to enhance involvement of librarians in fee-based services for additional source of income. Ahenkorah-Marfo, and Osei-Boadu (2013) suggested training of librarians, most especially in digital skills. Similarly, Ntogo-Saghanen and Eссор (2021) suggested that the major strategies to enhance the involvement in freelance library service delivery among librarians are that, information entrepreneurship should be taught in all library schools in Nigeria, additionally, seminars and workshops' should be organized on information entrepreneurship for already practicing librarians to keep them abreast on new trends in the field. Librarians should be empowered and encouraged financially to be able to venture into information entrepreneurship.

Research Methodology

The study adopted descriptive survey design. The population of the study is 135 which is made up of the entire librarian in the 46 Federal Ministries in Federal Capital Territory Abuja Nigeria (Human Resource Department of each Federal Ministry, 2023). There will be no need for sampling since the population is not so large and is manageable. The study employed structured questionnaire titled: Promotion of Employment Opportunities for Librarians through Fee-based Library and Information Service Delivery Questionnaire (PEOLFLISDQ). The questionnaire was distributed and collected personally by the researcher. Data collected was analyzed using mean and standard deviation, while it was presented using tables. The study adopted real limit of number in taking decision on each of the item.

Results

The results of the study were analyzed and presented according to the research questions guiding the study. out of 135 questionnaires distributed, a total of 123 questionnaires representing 91.1% response rate and hence, high enough for the study and to draw a valid conclusion.

Research Question 1: What are the types of fee-based library and Information service delivered by librarians in federal ministry Libraries, Abuja, Nigeria?

Table 1: Mean Response on the types of fee-based library and Information service delivered by librarians in federal ministry Libraries, Abuja, Nigeria

| S/N | Item statement | SA | A | D | SD | \bar{x} | SD | D | R |
|-----|---|----|----|----|-----|-----------|-------|----|------------------|
| 1 | Organizing private libraries | 80 | 41 | 2 | 0 | 3.63 | 0.52 | SA | 1 st |
| 2 | Information consultancy services | 38 | 58 | 21 | 6 | 3.04 | 0.82 | A | 2 nd |
| 3 | Indexing and abstracting services | 13 | 5 | 43 | 62 | 1.75 | 0.95 | D | 3 rd |
| 4 | Literature search assistant services | 2 | 26 | 24 | 71 | 1.67 | 0.87 | D | 4 th |
| 5 | Computer data processing and printing of document | 10 | 6 | 39 | 68 | 1.66 | 0.90 | D | 5 th |
| 6 | Freelance cataloguing and classification | 2 | 14 | 44 | 63 | 1.63 | 0.75 | D | 6 th |
| 7 | Reprographic services | 13 | 8 | 19 | 83 | 1.60 | 1.01 | D | 7 th |
| 8 | Compilation of bibliographies | 11 | 8 | 24 | 80 | 1.59 | 0.96 | D | 8 th |
| 9 | Virtual reference service | 8 | 12 | 20 | 83 | 1.55 | 0.92 | D | 9 th |
| 10 | Compilation of directories | 7 | 7 | 32 | 77 | 1.54 | 0.84 | D | 10 th |
| 11 | Big data analytics | 0 | 0 | 62 | 61 | 1.50 | 0.50 | D | 11 th |
| 12 | Research data analysis services | 18 | 3 | 0 | 102 | 1.49 | 10.09 | SD | 12 th |
| 13 | Repackaging of information | 7 | 12 | 7 | 97 | 1.42 | 0.89 | SD | 13 th |
| 14 | Installation of library-oriented software | 4 | 7 | 16 | 96 | 1.34 | 0.73 | SD | 14 th |
| 15 | Web design and management | 3 | 7 | 7 | 106 | 1.24 | 0.67 | SD | 15 th |

Result from table 1 shows that organizing private libraries and information consultancy services, with mean of 3.63 and 3.04 respectively are the major types of fee-based library and Information service delivered by librarians in federal ministry Libraries, Abuja, Nigeria, while other services such as Indexing and abstracting services, Literature search assistant services, Computer data processing and printing of document, Freelance cataloguing and classification, Reprographic services, Compilation of bibliographies, Virtual reference service, Compilation of directories, and Big data analytics, with mean of 1.75, 1.67, 1.66, 1.63, 1.60, 1.59, 1.55, 1.54, and 1.50

respectively, ranked 3rd to 11th and rejected among the librarians working in federal ministry Libraries, Abuja, Nigeria.

The finding is in accordance with that of Okeke, Urhiewhu and Nwafor (2015) who found out that librarians engage in fee-based library service to a very low extent. The findings of the study also correspond the earlier study by Anyaoku & Nwosu (2009) who reported that librarians in Nigeria are not adequately exploring fee-based library and information services to provide additional source of fund for themselves and the institution they work for.

Research Question 2: What is the extent of fee-based library and Information service delivery by librarians in federal ministry Libraries, Abuja, Nigeria?

Table 2: Mean Response on the extent of fee-based library and Information service delivery by librarians in federal ministry Libraries, Abuja, Nigeria

| S/N | Item statement | VHE | HE | LE | VLE | \bar{x} | SD | D | R |
|-----|---|-----|----|----|-----|-----------|------|-----|------------------|
| 1 | Organizing private libraries | 93 | 22 | 8 | 0 | 3.69 | 0.59 | VHE | 1 st |
| 2 | Information consultancy services | 86 | 31 | 6 | 0 | 3.65 | 0.57 | VHE | 2 nd |
| 3 | Indexing and abstracting services | 36 | 17 | 7 | 63 | 2.21 | 1.34 | LE | 3 rd |
| 4 | Web design and management | 11 | 9 | 89 | 14 | 2.14 | 0.73 | LE | 4 th |
| 5 | Literature search assistant services | 15 | 12 | 62 | 34 | 2.07 | 0.93 | LE | 5 th |
| 6 | Compilation of bibliographies | 11 | 8 | 72 | 32 | 1.98 | 0.83 | LE | 6 th |
| 7 | Reprographic services | 21 | 18 | 12 | 72 | 1.90 | 1.19 | LE | 7 th |
| 8 | Freelance cataloguing and classification | 9 | 10 | 62 | 42 | 1.89 | 0.84 | LE | 8 th |
| 9 | Repackaging of information | 8 | 11 | 57 | 47 | 1.84 | 0.84 | LE | 9 th |
| 10 | Compilation of directories | 12 | 8 | 27 | 76 | 1.64 | 0.98 | LE | 10 th |
| 11 | Installation of library-oriented software | 7 | 11 | 32 | 73 | 1.61 | 0.87 | LE | 11 th |
| 12 | Research data analysis services | 18 | 3 | 4 | 98 | 1.52 | 1.09 | LE | 12 th |
| 13 | Big data analytics | 0 | 0 | 62 | 61 | 1.50 | 0.50 | LE | 13 th |
| 14 | Virtual reference service | 12 | 8 | 2 | 101 | 1.44 | 0.98 | VLE | 14 th |
| 15 | Computer data processing and printing of document | 8 | 4 | 9 | 102 | 1.33 | 0.83 | VLE | 15 th |

Result from table 2 shows that the extent of fee-based library and Information service delivery by librarians in federal ministry Libraries, Abuja, Nigeria is low, except for Organizing private libraries and Information consultancy services, with 3.69 and 3.65 mean score respectively

which are delivered to a very high extent. others such as indexing and abstracting services, web design and management, literature search assistant services, compilation of bibliographies, reprographic services, freelance cataloguing and classification, repackaging of information, compilation of directories, installation of library-oriented software, research data analysis services, and big data analytics, mean of 2.21, 2.14, 2.07, 1.98, 1.90, 1.89, 1.84, 1.64, 1.61, 1.52 and 1.50 respectively, and delivered to a low extent.

Research Question 3: What is the extent to which the delivery of fee-based library and Information service can promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria?

Table 3: Mean Response on the extent to which the delivery of fee-based library and Information service can promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria

| S/ N | Item statement | VH E | H E | LE | VL E | \bar{x} | SD | D | R |
|---------|--|---------|--------|----|---------|-----------|------|-----|-----------------|
| 1 | It will help the librarians to save money easily | 98 | 21 | 2 | 2 | 3.75 | 0.57 | VHE | 1 st |
| 2 | It will help the librarians to diversify their sources of income | 84 | 39 | 0 | 0 | 3.68 | 0.47 | VHE | 2 nd |
| 3 | It will make the librarians employer of labours | 85 | 36 | 2 | 0 | 3.66 | 0.57 | VHE | 3 rd |
| 4 | It creates more employment opportunities for librarians | 80 | 41 | 2 | 0 | 3.63 | 0.52 | VHE | 4 th |
| 5 | It provides additional source of income for the librarians | 55 | 53 | 15 | 0 | 3.33 | 0.68 | HE | 5 th |
| 6 | It reduces the rate of unemployment among librarians | 64 | 37 | 18 | 4 | 3.31 | 0.84 | HE | 6 th |
| 7 | Enhance financial independence among the librarians | 46 | 50 | 21 | 6 | 3.11 | 0.86 | HE | 7 th |

Result from table 3 shows that the extent to which the delivery of fee-based library and Information service can promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria is to a very high extent. This is because it will help the librarians to save money easily, with 3.75 mean score; It will help the librarians to diversify their sources of income, with 3.68 mean score; It will make the librarians employer of labours, with mean of

3.66; and It creates more employment opportunities for librarians, with mean of 3.63 which are all to a very high extent.

This finding is in accordance with that of Barman and Baishya (2015) who found out that library and information professionals engage in many freelance information services to diversify their income. The findings also correspond with that of Igyuve and Ashaver (2014) who found out that fee-based library and information services provides extra income to the librarians and even the libraries, which is necessary to complement the poor funding and inflation. Similarly, Adetayo, and Abiola (2021) reported that librarians earn additional income from inforpreneurship when properly established and managed.

Research Question 4: What are the challenges affecting the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria?

Table 4: Mean Response on the Challenges affecting the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria

| S/N | Challenges | SA | A | D | SD | \bar{x} | SD | D | R |
|-----|--|----|----|----|----|-----------|------|---|-----------------|
| 1 | Lack of inforpreneurship mindset among librarians | 70 | 43 | 4 | 6 | 3.44 | 0.78 | A | 1 st |
| 2 | Lack of recognition of the roles of librarians by the society | 67 | 37 | 10 | 9 | 3.32 | 0.91 | A | 2 nd |
| 3 | Inadequate marketing of fee-based information services among librarians | 65 | 33 | 21 | 4 | 3.29 | 0.87 | A | 3 rd |
| 4 | Low self-efficacy and confidence among librarian to offer fee based services | 59 | 45 | 15 | 4 | 3.29 | 0.81 | A | 3 rd |
| 5 | Inadequate digital skills among librarians | 54 | 45 | 22 | 2 | 3.23 | 0.80 | A | 5 th |
| 6 | Lack of awareness of fee-based information services among librarians | 57 | 34 | 27 | 5 | 3.16 | 0.91 | A | 6 th |
| 7 | Heavy office work schedule | 38 | 58 | 21 | 6 | 3.04 | 0.82 | A | 7 th |
| 8 | Low internet bandwidth | 35 | 55 | 25 | 8 | 2.95 | 0.87 | A | 8 th |

Results from table 4 shows that the major challenges affecting the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal

ministry Libraries, Abuja, Nigeria are lack of inforpreneurship mindset among librarians, lack of recognition of the roles of librarians by the society, inadequate marketing of fee-based information services among librarians, low self-efficacy and confidence among librarian to offer fee based services, and inadequate digital skills among librarians, with mean of 3.44, 3.32, 3.29, 3.29, and 3.23 respectively.

The findings is in accordance with that of Akpena & Duosakeh (2020) who found out that most of the challenges that affects librarians from engaging in freelance and inforpreneurship as defective LIS curriculum, lack of interest in business, unwillingness to take risk, low public image of librarians, inability to see opportunities, low marketing skills, poor attitude towards business, and lack of business ideas. Similarly, with that of Adetayo, and Abiola (2021) who reported inadequate technological skills and lack of entrepreneurial mindset among librarian as the major challenges affecting their involvement in fee-based library and information service delivery.

Research Question 5: What are the strategies to enhance the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria?

Table 5: Mean Response on the strategies to enhance the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria

| S/N | Strategies | VA | A | LA | NA | \bar{x} | SD | D | R |
|-----|---|-----|----|----|----|-----------|------|----|-----------------|
| 1 | Flexile office work schedule to give room for other fee-based services | 120 | 3 | 0 | 0 | 3.98 | 0.15 | VA | 1 st |
| 2 | Provision of high internet bandwidth | 119 | 4 | 0 | 0 | 3.97 | 0.18 | VA | 2 nd |
| 3 | Training of librarians on emerging digital skills | 88 | 19 | 12 | 4 | 3.55 | 0.80 | VA | 3 rd |
| 4 | Proactive and aggressive marketing of fee-based information services among librarians | 72 | 35 | 8 | 8 | 3.39 | 0.87 | A | 4 th |
| 5 | Cultivating inforpreneurship mindset among librarians | 76 | 15 | 22 | 10 | 3.28 | 1.03 | A | 5 th |
| 6 | Advocating for recognition of the roles of | 43 | 57 | 16 | 7 | 3.11 | 0.84 | A | 6 th |

| | | | | | | | | | | |
|---|--|----|----|----|----|------|------|---|-----------------|--|
| | librarians by the society | | | | | | | | | |
| 7 | High self-efficacy and confidence among librarian to offer fee-based services | 42 | 45 | 21 | 15 | 2.93 | 1.00 | A | 7 th | |
| 8 | Creating adequate awareness of fee-based information services among librarians | 32 | 46 | 28 | 17 | 2.76 | 0.99 | A | 8 th | |

Results from table 5 shows that the major strategies to enhance the delivery of fee-based library and Information service to promotes employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria are Flexile office work schedule to give room for other fee-based services, Provision of high internet bandwidth, and High self-efficacy and confidence among librarian to offer fee-based services, with 3.98, 3.97 and 3.55 mean score respectively. Other strategies are training of librarians on emerging digital skills, proactive and aggressive marketing of fee-based information services among librarians, and cultivating inforpreneurship mindset among librarians, advocating for recognition of the roles of librarians by the society, with 3.39, 3.28, and 3.11 mean score respectively.

The finding is in agreement with the suggestion by Ntogo-Saghanen and Essor (2021) that, the major strategies to enhance the involvement in freelance library service delivery among librarians are that, information entrepreneurship should be taught in all library schools in Nigeria, additionally, seminars and workshops should be organized on information entrepreneurship for already practicing librarians to keep them abreast on new trends in the field. Librarians should be empowered and encouraged financially to be able to venture into information entrepreneurship.

Conclusion

The study determined the promotion of employment opportunities for librarian through fee-based library and Information service delivery in federal ministry Libraries, Abuja, Nigeria. Based on the findings, it was concluded that, librarians working in federal ministry Libraries,

Abuja, Nigeria only engage in organizing private libraries and information consultancy services which shows low involvement of librarians to promote their employment opportunities and diversify their income. It was also concluded that, the extent to which the delivery of fee-based library and Information service can promote employment opportunities for librarians in federal ministry Libraries, Abuja, Nigeria is to a very high extent because the librarians strongly agreed that it will help them to diversify their income, and help the librarians to save money easily. However, their low involvement is caused by challenges such as lack of inforpreneurship mindset among librarians, lack of recognition of the roles of librarians by the society, inadequate marketing of fee-based information services among librarians, low self-efficacy and confidence among librarian to offer fee-based services, and inadequate digital skills among librarians. These challenges if not resolved will continue to hinder librarians working in federal ministry Libraries, Abuja, Nigeria from offering fee-based library and information services.

Recommendations

The following recommendation were suggested based on the findings of the study:

1. The Librarians should upskill to acquire the required digital skills that will make the society to seeks for their services and being very ready to pay for such services.
2. Librarians should cultivate inforpreneurship mindset and be ready to establish information based enterprise which should be marketed aggressively and effectively to attract the member of the public to patronize such specialized services
3. Librarian should cultivate high self-efficacy and confidence to offer fee-based services to the member of the public.
4. Management of Federal ministry Libraries should design flexile office work schedule to give time for their staff to engage in fee-based services to support their salary.

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