Challenges and Strategies for Improving Provision of Information Resources and Services in Federal Ministry Libraries in Nigeria

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Abstract

The study investigated the challenges and strategies for improving the provision of Information resources and services at federal ministry libraries in Nigeria. Descriptive survey research design was employed for the study. Six (6) first generation federal ministries were selected using stratified random sampling. A questionnaire was used for data collection. Data were analyzed using frequency and mean. The study revealed that a lot of challenges are facing effective provision of information resources and services in federal ministry libraries in Nigeria. These challenges range from inadequate funding to irregular supply of electricity, among others. Also revealed are enhancing strategies for addressing the challenges identified in the study such as strategies which include adequate funding, regular acquisition of relevant information resources, training of librarians on ICT skills, effective management skills, provision of standby generator as alternative power supply, creation of user's awareness services etc were found appropriate for improving the libraries. The study recommended that the federal government should adequately fund the ministry libraries and provide all the necessary ICT facilities/skills that would enhance librarians' and users' competencies required for efficient provision and utilization of information resources and services in federal ministry libraries in Nigeria. Also the recommendations made include that the federal government through the management of the federal ministry libraries should ensure that the identified challenges are adequately addressed using the enhancement strategies also identified.

Keywords: *Challenges, Strategies, Information Resources and Services, Federal Ministry Libraries.*

Corresponding Author: James H. NWEKE, *Federal Ministry Libraries in Nigeria*

Introduction

The federal ministry libraries are specialized by their nature, size and operation, and are relatively small in scope and size. Therefore, they are grouped as a distinct category of special libraries. Ode and Omokaro (2007) noted that special libraries are organized along subject lines or disciplines because they are limited in scope, and also that the interest of their parent organization usually determine their scope. They went further to define special libraries as those groups of libraries essentially meant for research on a particular field of study, and are patronized by specialists and researchers. Special libraries are usually attached as an aid to research in a particular subject area in establishments, organizations and government departments, e.g. Federal Ministry of Justice Law Library, Federal Ministry of Agriculture and Natural Resources Library, Abuja etc. These libraries are established to exploit specialized information for the advantage of their parent organizations which provide financial support to the libraries. So, judging from the definition, and in view of the characteristics of special libraries, it is quite justifiable to group the federal ministry libraries asspecial libraries that usually attract the attention of researchers and scholars. The libraries primarilyexist to further the activities of their parent organizations. The federal ministries are seen as apparatuses designed to execute the policies and decisions of the Federal Government of Nigeria.The ministries play important roles in the growth and development of the nation. Their functions according to Oladapo (2011) include the following: (1) providing necessary input into the articulation of vision and strategy of the Federal Government. (2) provision of the appropriate mechanism for the translation of government's vision into policy framework. (3) provision of appropriate machinery for the implementation of government policies and decisions. (4) providing the appropriate structure and manpower for actualization of goals and objectives of the Federal Government. For the ministries to effectively perform these functions, they need functional libraries equipped with adequate, current and relevant information resources and services that would facilitate the achievement of their goals and objectives. Crowder (2012) observed that no society can ever progress without good and functional library services. Therefore, the idea of establishing libraries in the federal ministries in Nigeria is justified. Such libraries are referred to as "federal ministry libraries" which are established to provide comprehensive and balanced information resources and services relevant to research and policy development of their parent ministries.

According to Gama (2011) Federal ministry libraries are those libraries or information centers that are established and maintained by federal ministries to provide information services primarily to the staff of the ministries. Similarly, Ogundana (2011) asserted that federal ministry libraries are essentially set up to facilitate access of the government to all types of materials which contain necessary information that are required for good governance and national development. For this study, federal ministry libraries may be referred to as the libraries or information centers established and maintained in each of the federal ministries in Nigeria, to provide information resources and services required for attainment of the goals and objectives of the ministries. As at the time of this study, all federal ministry libraries in Nigeria are located within the headquarters of their respective parent ministries in Abuja, the capital of Nigeria.

The libraries serve as information-hub of the federal ministries by providing collection of relevant information resources and services needed for the achievement of the goals and objectives of their parent ministries. However, from observation, it appears that there has been a steady decline in the provision of effective information resources and services in the federal ministry libraries in Nigeria. Most of the information resources in these libraries are not organized, inaccessible and underutilized. Asonta (2011) rightly observed that the federal ministry libraries' collections are stocked in rooms and some of these collections are never consulted, poorly managed, inaccessible to the staff of the ministries. This situation has given rise to poor quality of information service delivery in the federal ministry libraries. The danger of this development is that policy-makers and researchers in particular, and the entire staff of the federal ministries in general, may no longer keep abreast with information resources and service trends required for socio-political and economic growth, and development in Nigeria, unless adequate measures are taken to identify the overwhelming challenges facing provision of information resources and services in the federal ministry libraries in Nigeria (FMLN). This is all the more important as   previous studies conducted had revealed that adequate and appropriate information resources and service provision have a greater value and positive impact on organizations' decision-making process and general performance.   However, previous research studies conducted on federal ministries libraries were concerned with provision and utilization of information

resources and services in federal ministry libraries in Nigeria and it seems that no in-depth research work has been carried out on the challenges and strategies for improving information resources and services. This is the gap which this study seeks to fill. The findings of this study are expected to enable stakeholders to understand and appreciate the role of federal ministry libraries in the effectiveness of the ministries as well as highlight the current state of the federal ministries libraries in Nigeria. It is also expected that the recommendations that will result from the study will spur them into improving the federal ministry libraries in Nigeria. This study will also add to the body of literature in the field of library and information science in Nigeria.

Objectives of the Study:

The main purpose of this study is to identify the challenges and strategies for improving the provision of information resources and services in federal ministry libraries in Nigeria. Specifically, the study intends to:

1.   Identify the challenges facing effective provision of information resources and services in federal ministry libraries in Nigeria, and

2.   Find out strategies for improving the provision of information resources and services in federal ministry libraries in Nigeria.

Concept of Information Resources

The concept of information resources has been variously defined by different authors and researchers. According to Obi in Etim and Nssien (2007): Information resources are materials consulted for aid or for knowledge about a topic, a theme, an event, a date, a number, a place, or even a word. Hence, information resources could imply information materials acquired, processed and organized for consultation and lending purposes. Adeoye (2011) described information resources as the totality of acquired materials gathered together by a library for its users. He observed that usually, the objectives of establishing a library will to a very large extent determine the types of information resources to be selected and acquired. Aina (2004) also describe information resources as the organized collection of information materials made accessible to users in a library. Information resources invariably imply print and non-print materials in

libraries. Mohammed (2011) affirmed that information resources needed by all and sundry for any purpose, especially in the contemporary world could be grouped into two major formats: print and non-print formats including electronic resources. He further remarked that databases, especially the e-databases are equally essential components to the other known information resources we need to rely upon for vital information at all times.

Edoka (2002) included government publications, reports, statistics, theses or dissertations, students' research work and serials as the other components of information resources.   Similarly, Adeyoyin (2011) categorized information resources into two: (a) book-materials and (b) audio-visual materials. According to the author, book- materials consist of textbooks, reprints, reference books, newspapers, magazines, and journals. In a nutshell, the concept of information resources is varied and numerous according to perspectives of different authors. However, the general opinion is that information resources are considered as an organized collection of information materials that are made accessible to a specialized user-community for research, consultation or lending purposes. Its primary objective is to satisfy users' information needs.

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Provision of information resources and services in federal ministry libraries is facing numerous challenges. Inadequate funding and obsolete information resources coupled with librarians' lack of ICT skills and irregular supply of electricity are said to be the basic challenges. Lack of finances can be seen as the most critical challenge facing special libraries in Nigeria, most especially, federal ministry libraries. Nkondo (2009) observed that special libraries have been seriously under-funded as there is no funding framework/model with a clear emphasis on the funding of the libraries. Ayotunde (2013) also noted that special libraries around the world have experienced cuts in budgets... due to neglect from the parent body and government. He further asserted that parent bodies and government agencies have the belief that there are "important" issues which require a larger percentage of allocation of funds than the library.

Lack of funds to acquire books, journal and other information materials as well as run other operations of special libraries in Nigeria, including federal ministry libraries, has been identified as a barrier to successful provision of library service. Asonta (2011) collaborated this assertion, where he identified inadequate funding as the most outstanding problem militating against government (special) libraries development in Nigeria. Inadequate funding obviously poses serious challenges in providing proficient information resources and services in federal ministry libraries. Absence of collection development policy is also another impediment to the provision of information resources and services in special libraries. Evurunobi (2011) observed that many libraries do not venture to have a written policy; some think that it may not be worth the trouble to design a collection development policy. The author noted that lack of library policy coordinating the acquisition, organization and dissemination of information, especially for developmental purposes, tends to be a major problem of libraries in African countries. Lack of acquisition policy may lead to mismanagement of priorities: - duplication of efforts, and unhealthy rivalry. The author further remarked that the absence of acquisition policy leads to poor coordination between related information systems as well as to unnecessary competition.

Inadequate accommodation is yet another major constraint confronting effective provision of information resources and services in special libraries in Nigeria. Most special libraries are accommodated in space that takes less than 10 readers at a time. In such a situation, the information resources and facilities cannot be properly organized for easy access and retrieval. In agreement, Ogundana (2011) lamented that many federal ministries as well as the National Assembly could not include library accommodation in their respective complex building plan. On the other hand, even where any accommodation is provided, it is always inadequate. Low status accorded to special libraries and special librarians constitute a hindrance to the provision of information resources and services in special libraries. Nkondo (2009) observed that the low status of the library profession is evidenced in the prevailing poor remuneration, low numbers of new entrants, and the exodus of experienced staff (librarians). He

went further to emphasize that the low status of the library profession and doubt by many of its practitioners about their professional identity are hampering the roles of libraries. The consequences of this have been the exodus from the profession and its failure to attract new entrants. He further observed that staff motivation in government libraries, especially, in federal ministry libraries (special libraries) is very low. The low status ascribed to the library profession has negatively impacted on the provision of information resources and services in especially, federal ministry libraries. Thus, one side effect of this scenario is that the cardinal functions of acquiring, processing, organizing and dissemination of information is seriously affected and in most cases left in the hand of non-librarians. While experienced librarians leave the service due to lack of motivation and very low recognition accorded to them.

Lack of training also poses a challenge to information resources and services provision in special libraries, the negative attitude of the management towards special libraries is seriously affecting information resources and services provision. Ogundana (2011) also noted that the management exhibits an extremely low threshold of awareness with regards to information resources and services provision. Another serious challenge to the provision of information resources and services in special libraries is that of librarians' lack of ICT skills. Ayotunde (2013) pointed out that lack of sufficient ICT training has had a direct impact on the ability of special librarians to perform effectively in their work environment, as they currently need technological skills to provide information required by their clientele. He recalled that special libraries in under developed countries like Nigeria experienced a number of problems during implementation of ICT programs due to lack of staff with computer experiences. Lack of ICT skills and infrastructure is therefore, no doubt, a major challenge to special libraries in most developing countries in the world. Hence, lack of competent ICTs skilled manpower has negatively impacted negatively on information resources and service provision in federal ministry libraries in Nigeria. Evurunobi (2011) succinctly itemized the challenges facing the provision of information resources and services in special libraries as follows: lack of library policy, inadequate funding, lack of effective management skills,

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low status accorded the libraries and librarians, inadequate information resources, lack of user-orientation and lukewarm attitude of the management towards library develop among others.

Strategies for Improving Provision of Information Resources and Services in Federal Ministry Libraries in Nigeria.

Despite the seemingly critical challenges discussed above, effective and efficient provision of information resources and services in federal ministry libraries in Nigeria should be vigorously pursued in other to meet the goals and objectives of their parent ministries. The following strategies are recommended for effective provision of information resources and services in federal ministry libraries in particular and all other types of special libraries in general.

Ominyi and Dika (2015) suggested that there is a need for the parent organization of every library to adequately fund...[their] libraries. The amount of funds made available towards library development, determines to a large extent the quality of library resources and services provision. Therefore, federal ministry libraries have to be appropriately funded if they are to be effective and attractive to users. Bassi and Jegbefume (2015) recommended that government and library management should provide adequate budgetary/allocation for the training and re-training of librarians. This implies that training is critical for an effective operation and provision of library services.

As a strategy to enhance and sustain effective provision of information resources and services in federal ministry libraries, the budget should be proportional to the operational cost and service expectations. To achieve this, Edoka (2001) suggested that a fixed percentage of the parent organization's recurrent budget should be set aside for the library services. Hence, proper planning is required to ensure prudence in resource management. Aina (2004) advised that proper planning should be done so as to ensure proper management of the library financial resources and that this should involve the librarians to a great extent. On the other hand, the federal government should as a matter of priority and urgency, concentrate its effort on steady power supply to ensure regular supply of electricity for library's operation. In agreement, Ominyi

and Dika (2015) suggested that, to ensure effective operations of library, adequate and constant supply of electricity should be provided. They also noted the need for provision of enough megawatts of power supply by the government to create enabling network environment. In a nutshell, the government should doggedly pursue resolving the problem of epileptic power supply in Nigeria. As Onu (2013) rightly noted, any society that find it difficult to provide uninterrupted power supply to its citizens will definitely have problems with the deployment of ICT services. Therefore, provision of regular supply of electricity is another strategy to be adopted to address the challenges of ICT in library's operations and service provision.

Another strategy for improving the provision of information resources and services in special libraries is training or capacity building of the library staff. The library personnel should be provided with appropriate training that will equip them with relevant skills and techniques. Asonta (2011) observed that appropriate training and continuing education is needed to address the rapid social and technological changes in modern libraries. Also, contributing to this view Onu (2013) further asserted that capacity building is the way professionals and supporting staff of special libraries could possess abilities, skills, understandings, attitudes, values, relationship, behaviours, motivation, resources and conditions that enable individuals and organizations, to carry out functions that would enable them achieve their goals and objectives. The emerging challenges of acquiring and providing access to electronic knowledge resources required librarians to change their role from traditional librarians to modern or ICT compliant. So they need to be able to apply skills involving new technologies to manage and provide quality services to their patrons and went on to advise that library professionals need to up-date their knowledge and skills so that they can play their roles according to the demands of the information industry.

Provision of acquisition and circulation policies is a good strategy to improve information resources and services provision in special libraries. Abdullahi and Abubakar (2015) suggested that each library should have standing guidelines or policy which helps in collection development so that in a situation where a staff

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is replaced, the policy of the library will not be distorted. They also considered selection policy as a strategy necessary to maintain a balanced and broad collection of materials- resources. According to them, the policy also provides the administrative base for decision-making, implementation and translation of the library programmes and accomplishment of its goals. Iragunima (2005) on the other hand, suggested that there should be a written and effective collection development policy for the library staff to work with, to guide in their selection and acquisition of materials for the library. He further recommends that every library should have a written collection development policy, as this will make for an effective and efficient development of the library's collections.

Furthermore, Aina (2004) on his own part, recommended inter-library cooperation for libraries as a means to conserve funds and at the same time provide access to their users beyond their own libraries. This is important in helping the library which does not have a particular library material desired by one of its clients to borrow such materials requested from another library on behalf of the client who needs the materials. He also explained that this is particularly important where the resources of a library are limited, because each library will ensure that only affordable materials are purchased, while the rest are made available to users through inter-library loan or cooperation. Still on the benefit of inter-library cooperation and resource-sharing, Ogundana (2011) stated that the real benefit of inter-library cooperation and resource sharing should be seen in terms of improved access, optimized use of idle resources and services, and better performance, improved working relationship, additional and better services from all participating libraries. He further observed that federal ministry libraries, by nature of their ownership and functions, need to prove their worth and ability to contribute to the general productivity and efficiency of their parent organization for satisfaction of their employers, resulting in a high status being bestowed on special libraries and librarians.

Methodology

Descriptive survey design was adopted for this study. Librarians and users of the six first generation federal ministry libraries in Nigeria constituted the

population of the study. Proportionately stratified random sampling technique was used to select 502 sample size of the first generation federal ministry libraries because they have an in-depth knowledge in the operation and use of library. Questionnaire was used to collect data from librarians and library users. Descriptive statistics was used to analyze data collected.

Results of the Study

Questionnaires administered and response rate

Out of five hundred and forty (540) copies of questionnaire that were distributed in the six federal ministries in Nigeria, 502 were filled and returned, while only 38 was not returned, giving a percentage of 92.96 and 7.04 respectively. In terms of response rate, Federal Ministry of Justice 86 were returned, Federal Ministry of Agriculture and Rural Development 104 were returned, Federal Ministry of Health 88 were returned, Federal Ministry of Education 73 were returned, Ministry of Defence 114 were returned and Federal Ministry of Finance 37 were returned, making a total number of 502. Descriptive statistics of mean was used to analysis the data collected.

Results

Research Question 1: What are the challenges facing the provision of information resources and services in FMLN?

Table 1: Mean responses on the challenges facing the provision of information resources and services in FMLN

S/N	ITEMS	SA	S	D	SD	Mean	Decision
1	Inadequate funding	440	61	0	1	3.87	Accept
2	Information resources are obsolete	114	308	80	0	3.06	Accept
3	Librarians lack ICT skills	110	363	12	17	3.12	Accept
4	Lack of effective management	97	379	11	15	3.11	Accept
5	Irregular supply of electricity	181	143	178	0	3.00	Accept
6	Lack of user-orientation	153	318	31	0	3.24	Accept
7	Inadequate space for library resources/staff	280	167	38	17	3.41	Accept
8	Non-involvement of the Librarian in budgeting & budget implementation	264	234	3	1	3.51	Accept
9	Low status accorded to Librarians in the federal ministries in Nigeria	358	136	2	4	3.69	Accept
10	Information resources are inadequate	386	113	3	0	3.76	Accept
11	Absence of acquisition & circulation polices	375	121	6	0	3.73	Accept
12	Lack of inter-library cooperation	181	281	39	1	3.27	Accept
13	Lukewarm attitude of the management towards library development	365	136	0	1	3.72	Accept
14	Lack of in-service training for Librarians	253	239	8	2	3.48	Accept

Note: AS = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree

From the result of the study (as presented in Table 1 above) aimed at identifying the challenges facing the provision of information resources and services in the federal ministry libraries in Nigeria. From the responses gathered, it was discovered that inadequate funding had the highest mean score of 3.87 as the general challenge facing information resources and services provision. While irregular supply of electricity had the lowest mean (3.00). Other challenges identified include; obsolete information resources (3.06), librarian lack of ICT skills, (3.12) lack of effective management (3.11), lack of user-orientation (3.24), inadequate space (3.41), non-involvement of the librarians in budgeting and budget implementation (3.51). Low status accorded to special librarians (3.69), inadequate information resources (3.76), absence of acquisition and circulation policies (3.73), lack of inter-library cooperation(3.27), lukewarm attitude of the management towards library development (3.72), and lack of in-service training for librarians(3.48).

The findings agreed with Nkondo (2009) that special libraries have been seriously under-funded. The findings were also in agreement with Dogara (2012) who investigated availability and use of library resources and information services in special libraries in Niger State of Nigeria. The result revealed that inadequate funding, erratic power supply, outdated resources, inadequate resources, lack of budget control, lack of space etc were identified as problems militating against the efficient and effective provision and use of information services in special libraries.

The study carried by Liasa (2006) and Evurunobi (2011) also supported this research work that lack of an articulated collection development policy and lack of inter-library cooperation are major problems of special libraries in African countries, including Nigeria. Ayotunde (2013) confirmed that lack of ICT skills and training had negative impact on the ability of special librarians to perform effectively in their work environment**.** Hence, all these works revealed in this study were in agreement with the identified challenges facing provision of information resources and services in the federal ministry libraries in Nigeria.

Research Question 2: What are the strategies for improving the provision of information resources and services in FMLN?

Table 2: Responses on the strategies for improving the provision of information resources and services in FMLN

S/N	ITEMS	SA	S	D	SD	Mean	Decision
1	Adequate funding	485	16	0	1	3.96	Accept
2	Regular acquisition of information resources	459	42	0	1	3.91	Accept
3	Training of Librarians on ICT skills	236	260	3	3	3.45	Accept
4	Effective management skills	205	292	4	1	3.39	Accept
5	Provision of standby generator as alternative to electricity supply	259	189	53	1	3.40	Accept
6	Creation of user awareness services	133	368	0	1	3.26	Accept
7	Provision of adequate space for library resources/staff	359	111	30	2	3.64	Accept
8	Involvement of Librarians in budgeting and budget implementation	267	233	0	2	3.52	Accept
9	According Librarians due recognition in line with their counter -part professionals in Federal Ministries in Nigeria	386	113	2	1	3.76	Accept
10	Provision of adequate information resources	406	94	1	1	3.80	Accept
11	Introduction of inter-library cooperation	201	296	4	1	3.38	Accept
12	Provision of acquisition and circulation policies	395	103	2	2	3.77	Accept
13	Positive attitudes of the management towards library development	355	144	0	3	3.69	Accept
14	Providing in-service training to Librarians for update of their professional skills	279	205	13	5	3.51	Accept
15	Soliciting for Public Private Partnership (PPP) in the development of the Federal Ministry libraries in Nigeria	103	226	140	33	2.79	Accept

Note: AS = Strongly Agree, A = Agree, D = Disagree, SD = Strongly Disagree

On the strategies for improvement of the provision of information resources and services in special libraries, the respondents as shown in the Table 2 above, adopted all the suggested strategies ranging from adequate funding which had the highest mean(3.96) to soliciting for Public Private Partnership (PPP) in the development of the Federal Ministry libraries in Nigeria with the lowest mean (2.79), others include; regular acquisition of information resources (3.91), training of librarians on ICT skills (3.45), effective management skills(3.39), provision of standby generator as alternative to electricity supply(3.40), creation of user awareness services(3.26), provision of adequate space for library resources and staff (3.64), involvement of librarians in budgeting and budget implementation (3.52), according librarians due recognition in line with their counter-part professionals (3.76), provision of adequate information resources (3.80), inter-library cooperation (3.38), provision of acquisition and circulation policies (3.77), positive attitudes of the management towards library development (3.69), and providing in-service training to librarians for update of

their professional skills (3.51).

The finding were in agreement with the findings of Abdullahi and Abubakar (2015) that funds are essential for running a library and the amount of funds made available towards library resources and personnel determines to a large extent the quality of library resources and services provided. Also Iragunima (2005) corroborated with the findings that, there should be a written and effective collection development policy to guide in selection and acquisition of information materials. In line with the findings Nkondo (2009) also agreed that special libraries, by nature of their ownership and functions, need to prove their worth and ability to contribute to the general productivity and efficiency of their parent organization, which will lead to satisfaction of their employers, and resulting in a high status being bestowed to special libraries and librarians. None of the works revealed in this research is in agreement that soliciting for Public Private Partnership (PPP) in the development of the Federal Ministry libraries in Nigeria is a strategy for provision of information resources and service in special libraries in Nigeria.

Discussion

The Table 1 above shows responses on the challenges facing the provision of information resources and services in federal ministry libraries in Nigeria. The table shows the mean score and decision on the challenges facing the provision of information resources and services in FMLN. These includes, inadequate funding, obsolete information resources, librarian lack of ICT skills, lack of effective management, irregular supply of electricity, lack of user-orientation, inadequate space, non-involvement of the librarians in library's budgeting and budget implementation. Others include; low status accorded to librarians, inadequate information resources, absence of acquisition and circulation policies, lack of inter-library cooperation, lukewarm attitude of the management towards library development and lack of in-service training for librarians.

The Table 2 above, on the strategies for improving the provision of information resources and services in Federal ministry libraries in Nigeria. The strategies include adequate funding, regular acquisition of information resources, training of librarians on ICT skills, effective management skills, provision of standby generator, creation of user awareness services, provision of adequate space, involvement of librarians in budgeting and budget implementation, according

librarians due recognition in line with their counterpart professionals in federal ministries in Nigeria, provision of adequate information resources, introduction of inter-library cooperation, provision of acquisition and circulation policies, positive attitudes of the management towards library development, providing in-service training to librarians for update of their professional skills and soliciting for public private partnership (PPP) in the development of federal ministry libraries in Nigeria.

Conclusion and Recommendation

The study established that a lot of challenges are hindering effective provision of information resources and services in federal ministry libraries in Nigeria. These include; inadequate funding, lack of ICT skills, absence of acquisition and circulation policies, low status accorded to librarians/libraries, obsolete information resources, lukewarm attitude of the management towards library development among others. Based on the findings, the study suggests some strategies for addressing the challenges.

Funding is central to adequate and effective provision of information resources with which library services are provided. Librarians in federal ministry libraries, Association of Government Libraries (AGOL) in collaboration with the National Library Association (NLA) should as professional bodies lobby for adequate funding of federal ministry libraries. They should ensure that the ministry libraries get certain percentage of annual budget of its parent ministry to enable them attain their goals and objectives.

Again, information resources and services have proved to be a viable tool for enhancing efficiency and productivity among the library users (staff) of federal ministries in Nigeria. They serve as bedrock for research, government policy formulation and implementation, man power development etc. and so the management should ensure adequate and effective provision of information resources and services in its libraries to enable them meet the ever-increasing information needs of their patrons. Lastly, librarians in federal ministry libraries by its nature, ownership and peculiar functions, need to prove their worth, capacity and ability to contribute to the general productivity and efficiency of their parent organization which will result job satisfaction of the employees and consequently resulting in a high status being accorded to the libraries and the librarians.

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