

An X-Ray of Staff Training on Disaster Management in Public Libraries in North Eastern Nigeria

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Abstract – The study attempted to examine staff training on disaster management in Public Libraries in North Eastern Nigeria. The objectives of the study were to determine the extent of staff training in disaster management in public libraries in North Eastern Nigeria. Research questions were raised in line with the objectives. The target population of the study was 112 all of which were adopted. Thus the purposive sampling technique was used. Similarly questionnaire was used for data collection, survey research design was used in the study, frequency count, and percentage scores were used in the analysis. Findings showed among others that; there were inadequate staff training on disasters in the study area; all the Libraries in the area under study had suffered from poor staff training majority of the staff had not gone on training on disaster control. The following recommendations among others were made; that Libraries should have adequate and up to date disaster control equipments and government should provide enough funds to the public libraries in the study area to enable the librarians organization work shop, seminar for their staff In addition, libraries should be insured in order to minimize the loss of information resources in the face of disaster, and staff training sessions should be organized for Library staff. This will go a long way in equipping them on how to combat disasters in Libraries.

Keyword – Training, Staff, Disaster Management, Organized Workshop, Public Libraries.

I. INTRODUCTION

The organization and staff required for a major disaster clean up is critical. A carefully planned program for the cleaning, repair, rebinding, restoration, and re-shelving of materials is essential if a timely termination and outcome is to be expected. Seeking advice from conservators who have had experience with library disasters will aid with recovery. Librarians who have dealt with disaster are also a gold mine of information and advice. Disaster action then includes assessment, protection, decision and choice of alternatives, supervised execution, on-going evaluation and change, and finally, an analysis of the whole project with modifications needed for the disaster plan. Man-made disaster strike worldwide on the whole, armed conflicts declined considerably over the last 15 years, yet international terrorism is still rising, and the poorest countries are suffering the most (human security centre, 2005; Marshall and Gurr, 2005). It is estimated that at the beginning of the 21st century nearly a quarter of the world's population was facing some type of crisis or post-conflict situation, and that two-thirds of the poorest countries were suffering as a result of current or recent conflicts (Malloch and Brown, 2003). In the course of time, every country is confronted with damage to her

cultural heritage as a result of either willful or accidental destruction. It is unfortunate that local authorities and communities, especially those in tight economic circumstances, do not understand the benefits to be gained by reducing losses today for an unknown tomorrow. Buchanan (1988) who disclosed that knowledge and training of staff are the best protective measures available to handle emergencies correctly and competently by reducing the risk considerably. The implication of the findings means that any category of library staff that does not have training, skills and experience will be hampered to deal with disaster occurrence. Alegbeleye (1993) viewed that when library building goes up into flames the information source it houses are destroyed and there is little protective programme for these materials. The implication of this finding to academic libraries studied is that their resources are in serious danger in the event of disaster occurrence, since their library staffs are yet to be trained to handle such disaster occurrence. Ashman (1997) is of the view that process of organizing a system for coping with emergencies and for dealing with the damage that may be caused to the library by fire, storm, flood, etc. This means library staff needs to be provided with the training, skills, experience that they will need to deal with disaster occurrence. Disaster is a catastrophic or a sudden event such as a flood, storm, or accident which causes great damages or suffering. Furthermore, within an academic library setting, the most likely disaster is fire, flood, wind earthquakes and other natural phenomenon. In addition to the above courses, acts of sabotage or terrorists may occur which can destroy or seriously disrupt the building of information resources. Others are accidents such as: burst pipes, leaking roofs vandalism, theft, and pest and system failure due to unauthorized or hacking into files, and other event that might cause damage to information resources. Long-term disaster recovery has become of escalating importance due to the increasing devastation of the urban environment. Although states play a pivotal role as capacity builders through information generation and propagation of data to local governments and citizens, such a regulatory role can facilitate wise local action (Cigler, 2007). Leadership needs may vary while emergency (Drabek and McEntire, 2003). Several studies in the disaster literature offer models, guidelines, and planning procedures for the development of effective disaster plans. A representative, but not complete, review of relevant research in this area for logistics managers includes a study by Joseph and Couturier (1993) where seven management activities are proposed as necessary to support effective disaster planning. These activities included arranging in advance

with outside organizations necessary agreements and developing contingency plans for each part of the disaster process. In a survey of local and city governments, Kartez and Lindell (1987) found a positive relationship between the amount of disaster preparedness meetings by city officials and the of sound disaster practices. Fischer (2000) provided a thorough review of mitigation, response planning, and training for bio-terrorism. Dalhammer and D’Souza (1997) Supply chain disaster preparedness 197 identified the keystones of disaster preparedness for businesses. And finally, several recent efforts have looked at the interactions between disasters and disaster response groups (Harrald *et al.*, 2002; Webb *et al.*, 2000). One research stream in the disaster literature focuses on improvements to disaster training, preparation, and planning. Paton (2003) recently recommended the inclusion of stress risk management in the training of managers to improve the effectiveness of performance during all phases of disasters. Because actual opportunities for managers to acquire disaster training experience from real events are rare, Paton and Jackson (2002) recommend the use of assessment centers that simulate disaster scenarios so that emergency response personnel and managers develop the critical decision-making and team skills needed to perform effectively disasters training. Finally, in response to the growth of new emergency response and disaster training programs, Alexander (2003) recently proposed the development of standards for disaster training so that minimum standards of quality are achieved. Disaster research centers and logistics trade organizations Since September 11th, university research centers and logistics trade organizations have responded with workshops and conferences on supply chain security and natural disaster mitigation, preparedness, and the associated response and recovery mechanisms. Until recently, the intended target audience for much of this research has been local and state governments and those agencies called into action at times of crisis

II. OBJECTIVES OF THE STUDY

The objectives of this study were to determine:

1. The extent of training of staff in disaster management in public libraries in North Eastern Nigeria.

2. To identify constraints associated with staff training on disaster management in public libraries in North Eastern Nigeria.
3. To proffer solution to constraints associated with staff training on disaster management in public libraries in North Eastern Nigeria.

III. STATEMENT OF THE PROBLEM

Staff training is an integral part of organization which has been neglected by Government which has cause serious down fall on the staff in the study area. However problems faced by public libraries in North Eastern Nigeria include lack of seminar, workshop that could update the knowledge of the staff in disaster management. Public libraries in North Eastern Nigeria, largely situated between the savannah grassland and the sahelian Zone of West Africa, are susceptible to strong wind, and termed excessive heat, which could lead to blowing-off roofs, destruction of information sources and bleaching of print material.

IV. METHODOLOGY

Survey research method was used for this study. The population consists of six (6) public libraries owned by the governments of the six states of North Eastern Nigerian. These libraries were chosen because they have the same character in terms of funding, staff training, level of awareness of disaster management among public libraries administrator; disaster management plan in public libraries; preparedness in public libraries; the extent of training of staff in disaster management in public libraries in North Eastern Nigeria. Random samplings of 120 staff of the public libraries were chosen for the study. The questionnaires were the main instrument for data collection, supplemented by observation method. The questionnaires were administered to librarians, library officers and library assistants’ cadre in the libraries, after validity and reliability test was conducted. A total of 120 copies of questionnaire were randomly distributed by the researchers, each states were giving different numbers of questionnaire as follows, - Adamawa 20, Bauchi 19, Borno 21, Taraba17 , Gombe 18 and Yobe 17 respectively.

Table 1: Distribution of Responses based on Staff Training on Disaster Control and Recovery

Variables	Response	AD	TR	GM	BA	YB	BO	Total	s%
Is the training programme on disaster management and control organized by staff?	Yes	7	7	10	11	6	9	50	55.6
	No	9	6	5	3	8	9	40	44.4
	Total	16	13	15	14	14	18	90	100
Is the training programme organized by a professional?	Yes	6	7	8	9	4	9	43	47.8
	No	10	6	7	5	10	9	47	52.2
	Total	16	13	15	14	14	18	90	100
Describe the current situation of disaster control and recovery management training programme of your library?	HA	3	2	2	5	1	4	17	18.9
	A	2	2	3	4	2	3	16	17.8
	UD	6	7	3	3	6	7	32	35.6
	IA	2	1	3	2	3	3	14	15.5
	HI	3	1	4	-	2	1	11	12.2
	Total	16	13	15	14	14	18	90	100

When last have you had training on disaster control and recovery management?	<5years	2	2	4	3	1	3	15	16.7
	<10years	3	1	3	5	3	4	19	21.1
	>10years	2	4	1	3	2	2	14	15.5
	None	9	6	7	3	8	9	42	46.7
	Total	16	13	15	14	13	18	90	100
How would you rate the disaster control and recovery management training received?	HA	3	3	4	5	2	3	20	22.2
	A	2	1	3	3	3	2	14	15.5
	UD	9	7	7	3	9	11	46	51.1
	IA	2	2	1	3	-	2	10	11.1
	HI	-	-	-	-	-	-	-	-
	Total	16	13	15	14	14	18	90	100
Have ever been taught disaster management and control in school?	Yes	3	1	1	4	2	3	14	15.6
	No	13	12	14	10	12	15	76	84.4
	Total	16	13	15	14	14	18	90	100
Do you support the idea of teaching disaster management and control in the library school?	Yes	11	11	10	13	10	14	69	76.7
	No	5	2	5	1	4	4	21	23.3
	Total	16	13	15	14	14	18	90	100

Source: Field survey, 2012

Key HA. = Highly adequate, A = Adequate, UD = Undecided,
IA = Inadequate, HI = Highly inadequate

In the light of table 1, 55.6% shows that the respondents indicated that training programmes are organized on disaster control and recovery management in their libraries, while 47.8% agreed that the programmes were not designed by professionals. A large percentage (35.6%) of the respondents were undecided about the situation of training on disaster control and recovery management, 18.9% and 17.8% of the respondent agreed the training is highly adequate and adequate, respectively: while 15.5% and 12.2%, respectively, indicated it is inadequate and highly inadequate. As to when last they have had training on disaster control and recovery management, only 16.7% of the respondents had training in the last 5 years, while

21.1% indicated they have had training about 10 years ago; 15.5% of the respondents had training over 10 years ago while a large percentage (46.7%) of the respondents had not been on any kind of training. On the adequacy of the training, 22.2% of the respondents rated it high, 15.6% of the respondent indicated it is adequate, 51.1% were undecided while 11.1% indicated that the training is inadequate. When asked whether they have been taught disaster control and recovery management in the library school, only 15.6% indicated yes, perhaps 76.7% of the respondent that it is appropriate for disaster control and recovery management to be taught.

Table 2: Distribution of Responses based on the kind of Disaster Experience

Type of Disaster	Response	AD	TR	GM	BA	YB	BO	Total	%
Fire	Yes	-	-	-	-	-	-	-	-
	No	16	13	15	14	14	18	90	100
	Total	-	-	--	-	-	-	-	-
Flood	Yes	7	8	5	3	5	5	33	36.7
	No	9	5	10	11	9	13	57	63.3
	Total	16	13	15	14	14	18	90	100
Earth quake	Yes	-	-	-	-	-	-	-	-
	No	16	13	15	14	14	18	90	100
	Total	-	-	-	-	-	-	-	-
Vandalism	Yes	3	2	2	2	3	4	16	17.8
	No	13	11	13	12	11	14	74	82.8
	Total	16	13	15	14	14	18	90	100
Burst pipes	Yes	2	1	2	2	1	2	10	11.1
	No	14	12	13	12	13	16	80	88.9
	Total	16	13	15	14	14	18	90	100
Leaking Roof	Yes	10	8	7	3	8	5	41	45.6
	No	6	5	8	11	6	13	49	54.4
	Total	16	13	15	14	14	15	90	100

Source: Field survey 2012

Ironically from table 2, shows that it could be seen that the disaster experienced mostly by the libraries is leaking roof (45.6%), with Adamawa State having the highest cases of leaking roof, followed by Taraba State. The

Libraries have also experienced flood (36.7%), vandalism (17.8%), while the least experienced disaster was burst pipes (11.1%). None of the libraries have experienced fire outbreak and earthquake as at the time of the study.

V. CONCLUSION

From the findings of the study it was concluded that there were: deprived of staff training on disaster; and inability of the management to have up to date equipment to combat natural disaster. Has been a great problem confronting the public libraries in North-Eastern Nigeria, owing to the fact that inabilities of the public libraries under study to be on alert for disaster occurrence, must, if not all of them have suffered from one sort of disaster or the other, The resultant effect was due purely on lack of staff training and disaster preparedness. Consequently, library managers should insure the libraries in order to safeguard against any risk that might occur in public libraries in the study area. In the final analysis, it is concluded that training that increases workers productivity has been hindered. Lack of such training has brought a setback to the library workers on acquisition of the knowledge of disaster control management.

RECOMMENDATIONS

The following recommendations were proffered based on the findings of the study:

1. The state governments in the study area should provide adequate and up to date disaster control equipment for the staff.
2. The state governments should insure infrastructural facilities to staff in public libraries through insurance policies against disasters in the study area.
3. State governments should increase funding of public libraries in the study area this will go a long way puffify the libraries in a better position to train the staff on disaster management.

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