

Postprint of Investigation and Analysis of Current Demand for Library, Information and Archives Majors in China

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Abstract

[Purpose/Significance] By studying the current demand status for Library Science, Information Science, and Archival Science majors (LIS&A), this research provides employment references for relevant stakeholders in this field and also offers insights for teaching reforms in this discipline.

[Method/Process] Using content analysis, this study conducts quantitative research on LIS&A demand data from 1,359 institutions across China throughout 2016. With employment directions and job-seeking challenges of LIS&A graduates as the research objectives, recruitment agencies and corresponding job postings were selected as analysis objects. A multi-dimensional analytical framework was designed, and conclusions were drawn based on specific sampling analysis and quantitative data analysis.

[Results/Conclusion] Through empirical research, it was found that LIS&A graduates mainly encounter discriminatory treatment based on household registration (hukou), first academic degree, political affiliation, and gender during employment. Finally, recommendations are proposed from two perspectives: job seekers, and employing units together with higher-level administrative departments.

Full Text

Survey and Analysis of Current Job Requirements in Library, Information, and Archival Science in China

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Abstract

[Purpose/Significance] This study examines the current employment landscape for library, information, and archival science (LIS) graduates to provide career guidance for relevant stakeholders and inform pedagogical reforms in the discipline. **[Method/Process]** Using content analysis, this research quantitatively analyzes LIS recruitment data from 1,359 Chinese organizations throughout 2016. Focusing on graduates' job-seeking directions and challenges, the study selects recruiting institutions and their announcements as analytical objects, designs a multi-dimensional analytical framework, and draws conclusions based on sampling and quantitative data analysis. **[Results/Conclusions]** Empirical findings reveal that LIS graduates face discriminatory practices related to household registration, first-degree institution, political affiliation, and gender during job searches. The paper concludes with recommendations from two perspectives: job seekers and employing organizations/supervisory authorities.

Keywords: Library-Information-Archival; Recruitment; Position; Employment; Recruitment Discrimination

Classification Number: G251.4

2 Survey Overview

2.1 Selection of Survey Objects

The author developed a web crawler system that automatically extracts recruitment information every 24 hours from major third-party job platforms, university human resources and career service websites, provincial/municipal human resources and social security bureaus and civil service authorities, and key LIS-related enterprises and institutions. The crawler targeted keywords including “library,” “archive,” “information science,” “library and information science,” “library science,” “archival science,” “information resource management,” and related specialties such as “medical informatics,” “bioinformatics,” “historical documentation,” “museum studies,” “editing and publishing,” “information management and information systems,” “information management,” and “management science and engineering.” This crawler also powers the “LIS Recruitment” WeChat public account, which by December 31, 2016, had 34,600 subscribers, with daily readership of 3,500-5,500 and daily page views of 6,500-15,000, making it one of the largest accounts in the LIS field. The data collection period spanned January 1, 2016, to December 31, 2016. After deduplication and cleaning, the initial screening identified 1,928 units or systems recruiting LIS majors.

2.2 Data Processing and Analysis

LIS recruitment demands fall into two categories: positions exclusively requiring LIS majors, and positions listing LIS among numerous parallel specialties (e.g., alongside computer science or other humanities, history, law, and philosophy majors). To accurately and comprehensively reflect the current professional demand landscape, the author applied the following filtering strategies: (1) institutions whose specialty requirements exclusively included “library science, information science, archival science, or information resource management and related majors”; and (2) institutions with multiple parallel specialties where LIS appeared among the top 50% of listed requirements. Other cases were generally excluded from the data source. When counting position numbers, the following rules applied: (1) if the recruitment number was a range, the average was used; (2) if a fixed number corresponded to numerous parallel specialties, the count was allocated proportionally or based on actual distribution. All other cases followed normal correspondence relationships. Based on these criteria, 1,359 institutions recruiting LIS majors were selected (see Table 1), and their announcements were analyzed using content analysis.

3 Analysis of Recruiting Institutions

3.1 Types of Recruiting Institutions and Number of Positions

To present the overall demand landscape for LIS majors, the author first categorized all recruiting institutions into “within the system” (体制内) and “outside the system” (体制外) types. Within-the-system units primarily include: (1) public institutions (universities/colleges and other administrative public institutions); (2) state-owned enterprises; (3) administrative units and public institutions managed in accordance with the Civil Service Law; and (4) postdoctoral research stations. Outside-the-system units mainly comprise: (1) private enterprises; (2) foreign-funded enterprises; and (3) administrative public institutions recruiting non-establishment personnel (specifically government-purchased service positions, excluding long-term appointment positions in public institutions). Computer-assisted and manual statistical analysis reveals that from the perspective of recruitment announcements, within-the-system employers demonstrate far greater demand for LIS majors than outside-the-system entities (see Figure 1 [Figure 1: see original paper]).

To more clearly illustrate institutional type differences and analyze recruiting entities and their characteristics in greater detail, the author created a detailed breakdown of recruiting institution types and position numbers (see Figure 2 [Figure 2: see original paper]). The data show that administrative and public institutions, along with state-owned enterprises, constitute the primary demand sources for LIS majors, collectively accounting for 94.1% of total institutional demand and 91.3% of total position openings. The following sections provide further analysis of these three main institutional types.

3.1.1 Public Institutions Public institutions represent the primary demand source for LIS majors. In 2016, 556 units or systems recruited LIS majors, representing 41% of total institutions. The public institution category is broad, encompassing: (1) higher education institutions, including those affiliated with central ministries and local undergraduate and vocational colleges; (2) public libraries and some provincial/municipal archives; (3) specialized LIS research institutions; (4) primary/secondary school and vocational school libraries and archives; and (5) other administrative public institutions such as hospitals or science and research institutes (see Figure 3 [Figure 3: see original paper]).

(1) Higher Education Institutions. Figure 3 shows that universities constitute the main recruiting force among public institutions. The recruitment characteristics and employment policies of “Project 211” institutions essentially represent future trends for the entire university system. China’s public institutions are currently undergoing critical reform and development. For public universities and hospitals in particular, the Ministry of Human Resources and Social Security is developing 衔接 measures for personnel management after removing these institutions from the establishment management system, conducting a real-name census of 2.33 million in-establishment faculty and staff nationwide and reclaiming their positions, with future implementation of comprehensive contract-based employment. Regardless of whether this policy can be fully implemented, many universities have already begun exploring transitional employment models. To some extent, this means that from an employment perspective, these are establishment-external positions such as personnel agency, talent dispatch, pre-appointment, or quota-based systems. However, unlike labor dispatch in state-owned enterprises, these external personnel generally hold master’s degrees or higher with strong knowledge structures. After working for a certain period and meeting corresponding requirements, they can be selectively converted to establishment-based employment. This paper refers to this as “establishment-internal dispatch,” which is particularly common in administrative support positions at “Project 211” institutions. In statistical analysis, this situation is treated as equivalent to in-establishment employment. Table 2 summarizes employment policies for relevant departments at some “Project 211” institutions.

Three points require special clarification. First, although some institutions appear in this table, it does not mean all departments or positions within these universities adopt this employment form. Second, institutions currently using this employment model may not remain unchanged in the future, as policies depend primarily on the Central Institutional Organization Commission and respective university regulations. Third, employment methods sometimes vary by educational level. For example, Xi’an International Studies University Library’s announcement states: “PhDs are employed with establishment status, master’s degrees through personnel agency,” though in most cases they are treated equally. Overall, the trend in university support position employment is clear: transitioning from traditional establishment-based employment to long-term appointment systems that occupy positions without occupying establish-

ment quotas. For teaching and research positions, reform momentum has also become increasingly evident in recent years. Some universities are exploring this policy transition, recruiting from an employment perspective as establishment-external (e.g., personnel agency, talent dispatch, pre-appointment, or quota-based systems) but with high educational levels and knowledge structures, generally requiring master's degrees or higher. After working for a period and meeting requirements, they can be selectively converted to establishment-based employment.

In LIS faculty recruitment, the School of Information Management at Sun Yat-sen University and the Department of Information Management at Nanjing University have taken the lead in implementing dedicated research faculty series. Simply put, dedicated research positions are measures research universities adopt to dilute the concept of establishment, using non-establishment employment methods with “3+3 year” appointment periods and independent academic ranks such as Special Appointed Assistant Researcher, Special Appointed Associate Researcher, Special Appointed Researcher, and Chief Researcher. Dedicated research positions feature: (1) high research requirements, such as Sun Yat-sen University's requirement of “publishing one English paper in a B+ level international academic journal in this discipline or one Chinese paper in a domestic first-tier important journal”; (2) relatively high salaries, generally between regular track and tenure track, with Nanjing University's Special Appointed Assistant Researcher annual salary around 120,000-160,000 RMB; and (3) employment methods similar to postdoctoral researchers but with position forms closer to regular faculty. Overall, since the absolute demand for LIS faculty positions remains limited, unlike the clear trend in support positions, faculty positions will likely continue to be dominated by establishment-based employment in the foreseeable future, with a few institutions possibly reducing regular faculty scale and making breakthroughs through dedicated research positions.

(2) Specialized LIS Research Institutions. Although recruiting relatively few personnel (see Table 3), these institutions hold important academic status and social influence in the field, almost universally requiring master's degrees or higher. Their characteristic is “setting positions based on needs, hiring by position, and allocating establishment to individuals,” with relatively low proportions of external personnel. Specialized LIS institutions occupy significant positions in academic frontier output and achievement transformation.

(3) Other Public Institutions. Beyond universities and specialized research institutions, public libraries, archives, primary/secondary school libraries, and other public institutions also demonstrate demand. These institutions exhibit characteristics such as: public libraries having the least restrictive professional requirements, with some not limiting majors at all; primary/secondary and vocational schools generally specifying LIS majors; public hospitals and medical research institutes having substantial demand for medical informatics, though only seven domestic institutions cultivate medical informatics master's graduates, creating a talent gap; and various ministry-affiliated public institutions,

provincial/municipal institutes of scientific and technical information, research institutes, intellectual property bureaus, and productivity promotion centers also showing demand for LIS majors.

3.1.2 State-Owned Enterprises The survey found particularly high demand for archival science majors in state-owned enterprises. The author analyzed professional requirement word frequencies across 336 state-owned enterprises (see Table 4), revealing that “archive” appears far more frequently than library science or information science. Positions primarily involve functional management roles such as “archives management,” “engineering data management,” and “administrative assistant.”

3.1.3 Administrative Units and Public Institutions Managed in Accordance with the Civil Service Law According to the author’s statistics, the 2016 civil service examinations at all levels, including the “National Civil Service Examination” and “Provincial/Municipal Civil Service Examinations,” involved 379 systems and 422 secondary units or departments with LIS major requirements, totaling 455 positions. Most of these positions required archival science or archives management and related majors (see Table 5), concentrated in provincial/municipal/county archives bureaus, public security/procuratorial/court systems, and related party-mass systems. The few positions requiring library science or information science generally involved intellectual property retrieval posts or party school library staff. Overall, in civil service positions, LIS majors face substantial competition from other liberal arts majors such as administrative management, Chinese language and literature, and public affairs management.

3.2 Geographic Distribution of Recruiting Institutions

Statistical analysis of 2016 LIS recruitment data produced a geographic distribution tree map of recruiting institutions across provinces and municipalities (see Figure 4 [Figure 4: see original paper]). The top five regions with the most LIS demand are Beijing, Guangdong, Shanghai, Zhejiang, and Jiangsu, with these five jurisdictions having 505 institutions recruiting LIS majors, accounting for 37.2% of total institutions. Overall, Beijing and the Yangtze River Delta (Jiangsu-Zhejiang-Shanghai) and Pearl River Delta (Guangdong) regions show substantial LIS demand, while some western provinces and northeastern regions show minimal demand. The 13 provinces with the least demand account for only 16.4% of the total. Table 6 details LIS demand in selected western provinces and northeastern regions.

4 Analysis of Recruitment Information

4.1 Educational Requirements

For quantitative analysis, the author applied specific counting rules: if a single position listed different educational requirements, the minimum requirement was counted. The survey revealed the following characteristics: (1) For civil service positions, except for central ministries and 极少数 provincial positions requiring master's degrees or higher, the vast majority require only bachelor's degrees; (2) In state-owned enterprises, functional departments of central enterprises in Beijing, Shanghai, Shenzhen, and Tianjin generally require master's degrees or higher, while local small and medium-sized state-owned enterprises typically require bachelor's degrees; (3) Foreign-funded, private enterprises, and most government-purchased positions generally require bachelor's degrees, though a few require master's degrees (e.g., some database companies); (4) Public institutions present complex situations: first, university teaching and research positions (including dedicated research personnel) universally require doctoral degrees as the threshold, while 86.7% of administrative support positions require master's degrees or higher, with 9.1% requiring doctoral degrees and this proportion continuing to expand; second, most provincial/municipal public libraries, directly-affiliated archives, or public hospitals use bachelor's degrees as the starting point, though institutions like Capital Library, Nanjing Library, and Renmin University High School Library require master's degrees or higher; finally, for ministry-affiliated public institutions (e.g., National Library, Ministry of Education-affiliated public institutions, National People's Congress Library, National Academy of Governance) and specialized LIS research institutions (e.g., National Science Library of Chinese Academy of Sciences, Agricultural Information Institute of Chinese Academy of Agricultural Sciences, Institute of Scientific and Technical Information of China, Institute of Medical Information of Chinese Academy of Medical Sciences), recruitment conditions basically start at master's degrees, with 极少数 bachelor's degree positions limited to "Beijing domestic students." Table 7 illustrates some of these situations.

4.1.1 Institutions Recruiting Only PhDs The author identified institutions with minimum doctoral degree requirements for LIS positions in 2016 (see Table 8). Most are university teaching and research positions, though some university administrative support positions and specialized professional positions in research institutions also have this requirement.

4.1.2 Recruitment of High-Level Talents This paper defines "high-level talents" as those with doctoral degrees or associate senior professional titles and above, meeting corresponding tenure requirements, having been selected for at least provincial/ministerial-level talent programs, and possessing academic influence in the field. In LIS, such positions generally target teaching and research roles or administrative leadership in libraries and archives. Table 9 details high-

level talent demand in LIS for 2016.

High-level talent recruitment trends and forms are particularly noteworthy. In mainstream social science fields like economics and management, high-level talents typically refer to those eligible for national talent programs such as the Changjiang Scholars, Thousand Talents, or Ten Thousand Talents Programs, or those who have reached the final review stage. Due to LIS's relatively narrow disciplinary scope and the small number of individuals holding such awards, this paper adopts an expanded definition. Recruitment forms for these talents, particularly the "Four Youth" talents (Youth Thousand Talents, Youth Changjiang Scholars, etc.), involve: (1) attending influential international disciplinary annual meetings to identify and recruit new scholars, such as the Allied Social Science Associations (ASSA) or American Finance Association (AFA) meetings; and (2) domestic universities attempting to host "Young Scholars Forums" to build international, high-level talent recruitment and cooperation platforms. In LIS, Nanjing University, Fujian Normal University, and Sun Yat-sen University have held such forums at the university level, inviting relevant schools to participate.

4.2 Job Preferences

Beyond educational requirements, majors, and job responsibilities, LIS recruitment announcements often include preference requirements that are sometimes explicitly stated and sometimes merely "conventional," such as household registration, institutional hierarchy, computer skills, gender, political affiliation, foreign language proficiency, and work experience.

4.2.1 Household Registration Preference Some units explicitly state "local household registration required" in announcements. This "regional protectionism" is particularly common in Beijing and Shanghai. In Beijing, whether for central ministry-affiliated public institutions, municipal institutions, or state-owned enterprises, priority or exclusive hiring of local students is widespread, with phrases like "Beijing domestic students only," "must have Beijing permanent residence," "Beijing domestic students preferred," or even "Beijing domestic students with bachelor's degrees, non-local students must have master's degrees or higher" and "non-local students must be fresh graduates, while Beijing household registration holders may be non-fresh graduates." This discriminatory treatment of non-local students has continued expanding through 2017.

In Shanghai, the city piloted a public institution employment contract system in 1995, and by September 2002, 83% of municipal public institutions had established contract systems. The substantial reclamation of establishment quotas led to early adoption of "long-term appointment" employment forms. Generally, Shanghai municipal public institution professional technical positions (excluding teaching and research) note that "non-Shanghai social personnel must hold Shanghai residence permits for over one year." Central government and ministry-affiliated institutions in Shanghai, including ministry-affiliated univer-

sities, have relatively relaxed requirements for Shanghai household registration. However, some universities bundle “Shanghai household registration status” with establishment-based employment, which to some extent violates employment fairness.

4.2.2 Computer Skills Preference The survey found that many LIS recruitment announcements include phrases like “computer science background preferred” or “must possess strong computer application skills.” The author semantically categorized such position descriptions (see Table 10), revealing that a significant proportion of LIS positions value candidates’ computer skills and recognize computer-related majors. Some university libraries even specify “LIS or related majors with master’s degrees or higher, computer and information technology-related majors with bachelor’s degrees or higher.”

4.2.3 Institutional Hierarchy Preference The survey also identified preferences for institutional hierarchy. For example, some central enterprises or monopolistic state-owned enterprise functional positions generally require candidates to have graduated from “Project 211” institutions or universities with corresponding advantageous disciplines at least one stage of their education. For public institutions, especially prestigious universities and ministry-affiliated public institutions, most make “hard” requirements on educational background, typically demanding that the highest degree be from “985,” “211,” Chinese Academy of Sciences, Chinese Academy of Social Sciences, or well-known overseas universities “and” that bachelor’s degrees must be from “211” institutions. In civil service examinations at all levels, due to higher-level regulations, almost no requirements are made regarding institutional hierarchy, only requiring corresponding educational levels. Table 11 presents statistical results on institutional hierarchy preferences from 297 university and 336 state-owned enterprise recruitment announcements.

4.2.4 Other Preferences Beyond the above preferences, some universities require research publications or project experience. Surprisingly, LIS faculty positions rarely have hard research requirements, generally only noting “independently undertaken provincial/ministerial-level or higher projects, independently published influential academic papers in high-level domestic or international journals.” Conversely, some support positions frequently include such requirements, such as Three Gorges University Library requiring “two papers as first or corresponding author in CSSCI journals or EI source journals during doctoral studies,” or Central China Normal University Archives requiring “at least two published papers.”

Further mining of LIS recruitment announcements reveals deeper hidden preferences: (1) Among positions recruiting only archival science or archives management, 71.3% make hard requirements on political affiliation, likely because these positions involve access to personnel files and confidentiality concerns

require Chinese Communist Party membership. (2) In university administrative management positions beyond libraries and archives, some party and government management positions also require LIS majors, such as research administration offices recruiting information science majors for research evaluation, human resources offices recruiting archival science majors for personnel file management, and party committee/president's offices recruiting LIS majors for party-government management. In this survey, 37 higher education institutions specified LIS requirements for administrative management positions. (3) Work experience restrictions generally appear in civil service recruitment, particularly for confidential or secretarial positions in party-mass and provincial agencies, mostly requiring over two years of grassroots work experience, while provincial/municipal archives bureaus impose fewer work experience restrictions. (4) In specialized universities (e.g., sports, foreign languages, arts, medical, or military), libraries or archives rarely recruit LIS majors specifically, instead recruiting corresponding specialized majors such as minor languages, sports management, medicine, arts, or military intelligence.

5 Conclusions and Outlook

This paper empirically studies 2016 recruitment data from 1,359 institutions, analyzing institutional types, numbers, and geographic distribution, as well as educational requirements and job preferences in recruitment announcements. Key findings include:

- (1) **Recruiting institution composition:** Administrative public institutions and state-owned enterprises constitute the absolute primary demand sources for LIS majors, collectively accounting for 94.1% of institutions and 91.3% of positions. Public institutions more frequently require library science or information science, while state-owned enterprises and administrative units predominantly require archival science or archives management.
- (2) **University employment policies:** Support positions are transitioning from traditional establishment-based employment to long-term appointment systems that occupy positions without occupying establishment quotas. Faculty positions will likely continue to be dominated by establishment-based employment in the foreseeable future, though some institutions may reduce regular faculty scale and make breakthroughs through dedicated research positions.
- (3) **Geographic distribution:** Beijing and the Yangtze River Delta (Jiangsu-Zhejiang-Shanghai) and Pearl River Delta (Guangdong) regions show substantial LIS demand, with these five jurisdictions accounting for 37.2% of national recruiting institutions. Specifically, Beijing has the highest proportion of public institutions recruiting LIS majors due to numerous central ministries, universities, and research institutes; Guangdong leads in enterprise demand due to strong private economic

vitality; while civil service demand across provinces shows less variation, generally ranging from 10-14 positions.

- (4) **Educational requirements:** In administrative units, except for central ministries and 极少数 provincial positions requiring master's degrees or higher, most require only bachelor's degrees. In state-owned enterprises, functional positions in Beijing, Shanghai, Shenzhen, Tianjin, and some central enterprises generally require master's degrees or higher, while others typically require bachelor's degrees. Foreign-funded, private enterprises, and some government-purchased positions generally require bachelor's degrees, with 极少数 requiring master's degrees. Public institutions present complex situations: university faculty positions universally require doctoral degrees, while the proportion of support positions requiring doctoral degrees expands annually; most provincial public institutions use bachelor's degrees as the starting point, while ministry-affiliated public institutions and specialized LIS research institutions basically start at master's degrees, with doctoral degree requirements already accounting for a certain proportion.
- (5) **Job preferences:** First, compared to other regions, Beijing's public institutions and state-owned enterprises exhibit more regional protectionism, with "Beijing domestic students preferred" being common. Second, LIS positions value candidates' computer skills and recognize computer-related majors. Third, quality enterprises and institutions require specific educational backgrounds, particularly first-degree institutions. Finally, association analysis of recruitment announcements reveals more hidden patterns.

Based on the above statistical analysis and the author's practical experience, common discriminatory practices in LIS recruitment include: (1) **Degree nature discrimination**, accepting only full-time, unified-enrollment fresh graduates with full-time degrees at all levels, excluding self-study, adult education, and distance education graduates; (2) **First-degree discrimination**, where employers focus not only on the highest degree institution or research achievements but also on the hierarchy of the first degree obtained after entering higher education; (3) **Degree origin discrimination**, requiring doctoral graduates from overseas high-level universities or prioritizing overseas study or postdoctoral experience, particularly for faculty positions; (4) **"Short people running a shop" phenomenon**, primarily in faculty recruitment, where concerns about recruiting overly outstanding talent that might threaten certain individuals' interests lead to discrimination; and (5) **Age, household registration, and gender discrimination**, such as the Ministry of Human Resources and Social Security and Beijing Municipal Human Resources Bureau setting "age limits" since 2013 for Beijing household registration applications (master's degree holders under 27, doctoral degree holders under 35), or some ministry-affiliated public institutions only recruiting "Beijing domestic students." These phenomena require systemic remedies and effective constraint mechanisms.

Study limitations include data source and statistical method constraints. An institution's recruitment practices involve considerable uncertainty, while this paper's analysis is based entirely on recruitment announcements. LIS is an interdisciplinary field with flexible employment directions and numerous options. Some enterprises and institutions may not list LIS majors in their professional catalogs but may actually accept LIS graduates in practice, particularly as graduates increasingly prefer finance, securities, internet, and telecommunications industries. Therefore, this study's conclusions represent a "field recruitment status driven by professional demand" that may have some deviation from actual conditions but can provide macro-level reference for LIS stakeholders regarding learning and employment.

Finally, based on this survey and analysis, recommendations include: **From graduates' perspective:** (1) The big data era has arrived, and information ubiquity and changing user behaviors place higher demands on information professionals. LIS graduates must enhance their knowledge and professional competencies, particularly computer operation and application skills, to form core competitiveness; (2) abandon traditional concepts and gradually accept the latest establishment management methods and employment policies; and (3) in the current severe employment situation, graduates must plan their employment or further education directions early to avoid becoming "headless flies."

From employing organizations and supervisory authorities' perspective: (1) Employers should adopt more inclusive attitudes toward candidates' educational backgrounds and household registration, particularly some ministry-affiliated public institutions that, despite facing objective difficulties, may face external criticism if certain positions only recruit "Beijing domestic students"; (2) as graduate education supervisory bodies, the Academic Degrees Committee of the State Council or the Library and Information Science Master's Professional Degree Education Steering Committee should clarify differences and positioning between professional and academic master's degrees, timely adjust curricula based on latest social development trends, and create distinctive interdisciplinary training models; and (3) as LIS practitioners, we should consider how to translate research achievements into practical applications, align with current social development "hotspots," generate social benefits, and expand professional visibility.

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Survey and Analysis for Current Situation of Job Requirements in LIS

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Abstract: [Purpose/significance] Reasonable employment is an important consideration for job seekers. With the continuous expansion of enrollment in library-information-archival fields, the employment problem of a large number of graduates has become one of the most important issues in the industry. By studying the status quo of library-information-archival graduates' recruitment, it will help to provide employment guide for students in this field, as well as provide references for the teaching reform of library-information-archival discipline. [Method/process] The author used the content analysis method to carry on the quantitative research, and the object of the study is the data of the recruitment of files and posts in 1,359 units in China during the whole year of 2016. The author took the job seekers' job orientation and job problems as the research goal, and also selected the recruitment agencies and the corresponding recruitment information as the analysis object. The author also designed the analysis system of different dimensions. [Result/conclusion] Based on the specific sampling analysis and quantitative analysis data, the author drew the conclusion of this study. Through empirical research, graduates mainly meet the household registration, first degree, political affiliation and gender discrimination. Finally, the author put forward opinions and suggestions from two aspects: employment of graduates, employment unit and upper-level management.

Keywords: library-information-archival; recruitment; post; employment; recruitment discrimination

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