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*A survey of gender relations in selected libraries in the University of the Philippines Diliman Library System**

Gendered work relations was inferred in this study through the attitudes and perceptions of both male and female library workers toward their opposite sex co-workers in the library. There are differences in the perceptions and attitudes of male and female library workers. Male and female workers' perceptions and attitudes affect gender relations in the library. The population for this study was composed of professional and paraprofessional workers concerned with library-oriented work of selected UP Diliman libraries. The total number of the population is composed of 58 workers in the Main Library, 19 workers in the College of Science Library, 13 workers in the College of Engineering Library I, 7 workers from College of Mass Communication Library, 12 workers from College of Law Library. The data gathered from the survey questionnaire revealed that: (a) there is positive view/perceptions on male and female librarians in the library; (b) there is positive treatment between male and female workers in the library; (c) there is constructive attitude toward professional development by library workers; (d) there is general perception that educational attainment, skills & training affect gender relations in the library; (e) librarianship is viewed as female-dominated field; (f) information technology is viewed as male-dominated field; (g) there is no significant relationship between gender and perceptions and attitudes of male and female workers toward each other; (h) Confidence in achieving higher ranks in the library has significant correlation with respectability for male co-workers; (i) there is significant correlation between competence in achieving higher

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ranks and male employee's sharing of opinion in formal decision-making in the library; (j) there is also significant correlation between competence in achieving higher ranks in the library and respectability for male co-workers; (k) there is significant relationship between educational attainment and perception on supervising an opposite sex subordinate; (l) there is significant relationship between perception on librarianship and sharing of opinion of females in formal decision-making in the library; (m) there is also significant negative correlation between perception on librarianship and opposite sex co-workers are less qualified than same sex co-workers; (n) there is significant relationship between perception on librarianship as female-dominated field and gossip against same sex co-worker in the library; (o) there is significant relationship between perception on Librarianship as male-dominated field and perception that opposite sex co-workers are less qualified than same sex co-worker; (p) there is significant relationship between perception on Librarianship as male-dominated field and perception that opposite sex co-workers are more qualified than same sex co-worker; (q) there is significant relationship between perception on Librarianship as male-dominated field and verbal abuse against opposite sex co-worker in the library; (r) there is also significant relationship between perception on Librarianship as male-dominated field and verbal abuse against same sex co-worker in the library; (s) there is significant negative relationship between perception on librarianship as male-dominated field and respectability to female co-workers; (t) there is significant negative relationship between perception on IT and perception that there is no difference between same sex co-workers' abilities and opposite sex co-workers; (u) there is significant relationship between perception on IT as female-dominated field and perception that opposite sex co-workers are less qualified than same sex co-workers; (v) there is significant negative relationship between perception on IT as female dominated field and respectability to male workers; (w) there is significant positive relationship between perception that IT is male-

dominant and gossip against same sex co-worker; (x) there is significant positive relationship between perception that IT is male-dominant and intimidation against opposite sex co-worker in the library; (y) there is significant negative relationship between perception that IT is male dominant and respectability to female workers; (z) there is significant negative relationship between perception on IT as male dominant field and respectability to male workers. Recommendations included provision by Library Management of opportunities, like seminars, meetings, training and orientation on IT skills development /enhancement for library staff.