

**ASSESSMENT OF KNOWLEDGE OF COPYRIGHT LAW AND COMPLIANCE BY LIBRARIANS IN FEDERAL UNIVERSITY LIBRARIES IN NORTH-EAST, NIGERIA**

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**ABSTRACT**

*The paper investigated professional and para-professional librarians' knowledge of copyright law and compliance with Copyright Law in federal university libraries in North-East Nigeria. The purpose of the study was to determine the level of librarians' knowledge of copyright law and level of compliance with copyright law in federal university libraries in North-East, Nigeria. The study adopted the descriptive survey of the correlational design. The population of the study was made up of 437 professional and para-professional librarians in federal university libraries in North-East, Nigeria and the total enumeration technique was adopted, hence there was no sample. Questionnaire was used for data collection. 354 (81%) copies of the questionnaire were completed, returned and used for the study. The data collected for the study were analyzed using the descriptive and inferential statistics. Specifically, the research questions were answered with the use of tables, percentages and mean. The study found that the level of knowledge of copyright law of librarians in federal universities in North-East, Nigeria is high. Findings also show adequate compliance with copyright law. The study also concluded that there is a strong positive correlation between library librarians' knowledge of copyright law and compliance with copyright law. The study recommended that federal university administrators and management of the university libraries should make more provisions for regular training and retraining for librarians by organizing workshops and seminars on copyright issues to increase their level of knowledge to increase the level of compliance with copyright practices. Copyright holders should be contacted and rights obtained where necessary.*

**Keywords:** Compliance, Copyright Law, Knowledge of Copyright Law, Professional Librarians

**Introduction**

Academic libraries are the arm of the university that are traditionally charged with the responsibility to acquire, organize and disseminate information resources and services to meet the teaching, research and community service needs of the academic community they serve. Thus, universities and other institutions of higher education invest a lot of financial resources into their libraries, in acquiring information resources that make up their collections comprising printed and non-printed materials. Most of the information resources that make up university library collections are copyrighted works, meaning that a good proportion

of the everyday activity of these libraries comes into contact with copyright law. For instance, if one copies, photocopies, scans, or digitizes a work, the right of reproduction must be taken into account, as it does when something is downloaded from the Internet. Making a work available to the public, whether over the Internet or in an intranet, has implications for providing access to the public. That is, the right to perform or display the work publicly according to international and national copyright law of a particular country (Kawooya, & Lipinski, (2019).

As reported by Nworie et al. (2019), copyright was designed for three basic reasons. To reward creators for their original works; to encourage availability of the works to the public and to facilitate access and use of copyrighted works by the public in certain circumstances. Copyright law strives to strike a balance between conflicting interests, to reach a justifiable compromise. Nneji (2018) refers to copyright as an exclusive right granted by law to the author of a work disclosing that it as his creation, to reproduce it and distribute or disseminate it to the public in a means, and also to authorize others to use the work in specified ways. International and local organizations are established to make laws that protect intellectual property rights, but they differ in each country. According to Benson (2019) although copyright law is to protect the owner of the intellectual property without any form of infringement, however, this law gives some exceptions to copyright control (fair use or fair dealing). Oyewunmi (2018) defines copyright as the bundle of rights including economic and moral rights that authors derive from their literary and artistic works. The economic rights aim at securing the financial or pecuniary interest of the author by the conferment of exclusive rights to exploit the work commercially, on the other hand, the moral right protects the author's honor and reputation regarding the work. By way of juxtaposition, copyright law may be regarded as the body of laws, conventions and treaties that seeks to protect the intellectual property right of an author of an original work, by highlighting the scope of protection, the exceptions, together with the penalty for infringement of such right. Copyright protection is available to both published and unpublished intellectual work (Adetunji & Okuonghae, 2022; Aidonjio et al. 2022). As earlier reported by Onoyeyan and Awe (2018) copyright emphasizes the protection of owners of property rights in literary and artistic works against those who adopt the exact form of words or arrangement employed by the author in the production of his work. In other words, copyright is a law that gives the owner of a document, musical composition, book, or other pieces of information, the right to decide what others can do with it or it is the right to copy or use another person's work.

libraries have been given certain liberties under the contemporary copyright law and this is rooted in the concept of fair use. Thus, libraries being major sources of information for their institutional, local and global communities, carry out services aimed at providing wider access to information for educational and research purposes among others. In discharging their duty, library personnel intentionally or unintentionally carry out routine activities in university libraries in compliance or noncompliance with the legislation governing copyright issues which may result in violation of the law. Copyright compliance entails obeying and conforming to the terms stipulated in the Copyright Act subject to the exceptions contained therein. Fernandez-Molina et al (2016), observed that the activities of library personnel in university libraries can be carried out without infringing the Copyright Act if; the work is not copyrighted, the activity is carried out by the copyright holder or with his/her permission, or the activity may be included in one of the copyright exceptions and limitations. Accordingly, there is an increased need for new skills and for a mandate to work with copyright guidance. Faculty, administrators and students need advice about using information ethically and legally. Librarians may be asked regularly about information resources, limitations in copyright law, and educational exceptions among other issues. Working with authors to help them understand publishing agreements and retain the rights they want to keep is an important proactive service the library can provide that will affect future access for academic purposes. This implies that copyright has impact on nearly every aspect of the information professions, from developing collections, formulating local copyright policy, educating patrons and disseminating information.

As believed by Reddy (2021), copyright law directly affects library services, nevertheless, it is currently seen as a 'difficult' area, which in many respects is outdated, and causing problems in balancing authors'

rights and community use for educational, research and social activities, considering the role literary works play in societal development. Thus, librarians find themselves in a challenging situation whilst offering support to their users in accessing copyrighted works. They have a complex task of balancing two positions: providing access to information in printed and digital formats on the one hand and helping to protect copyright owners on the other. So, librarians have to handle restrictions in copyright legislation but also actively have to disseminate information to the satisfaction of their users. Accordingly, to operate within the copyright guidance, there is an increased need for the personnel in academic libraries to be knowledgeable on the limitations and exceptions of copyright law. There is also a need for institutions and their library managements to exhibit high level of concern while operating in the new technologies in this digital era, without causing detriment to copyright holders,

### **Statement of the problem**

Copyright law is to protect the owner of the intellectual property without any form of infringement. However, this law gives some exceptions to copyright control. Despite the importance of Copyright, literature on copyright law indicates that copyright law unlike most regulatory laws is always prone to violations and infringements because of lack of proper implementation of the law especially in developing countries like Nigeria. The reasons for these violations and noncompliance with the copyright law in the library setting are attributed to the level of awareness of the extant provisions of the Copyright Act by library personnel. Study by Nworie (2019) shows that most of the university libraries in Nigeria do not have designated copyright librarians who are well acquainted with the law, to guide students, staff and even faculty members on how to deal with copyright materials. Wherever library personnel are not knowledgeable or partially knowledgeable of the provisions of the copyright law, there will be high degree of non-compliance with the law. Considering that one can only comply with laws or rules he knows. On the flip side, library personnel's desire to satisfy users' needs could be a factor in copyright law infringement.

While these identified factors have contributed to causing negative effects on the rate of copyright law compliance, knowledge of copyright law could likely play a significant role in ensuring copyright law compliance in federal university libraries. Copyright law has been researched independently with other variables by scholars, there seems to be a dearth of literature connecting copyright law compliance to the knowledge of copyright law of librarians in federal university libraries in North-East, Nigeria, comprising Adamawa State, Bauchi State, Borno State, Gombe State, Taraba State, and Yobe State. In light of the foregoing, this study conducted an assessment of knowledge of copyright law and compliance by librarians in federal university libraries in North-East, Nigeria

### **Research Questions**

The study was guided by the following research questions:

1. What is the level of copyright law knowledge of librarians in the federal universities in North-East, Nigeria?
2. What is the level of compliance with copyright law by federal university libraries in North-East, Nigeria?

### **Hypothesis**

The null hypothesis was tested at 0.05 level of significance

Ho1: Knowledge of copyright law has no significant influence on compliance with copyright law.

### **Literature Review**

International and local organizations are established to make laws that protect intellectual property rights, but they differ from one country to another. Moruf et al. (2021) stated that the agencies and organizations responsible for safeguarding copyright law at the international level include WIPO which is one of the United Nations (UN) agencies with 193 member states as of today source. The authors further stated that the International Labour Organization (ILO) and UNESCO play protective roles in safeguarding copyright infringement. These agencies play the role of guiding countries where the copyright statutes in most countries establish preliminary measures to stop infringing activities. The importance of copyright law is to

protect the owner of the intellectual property without any form of infringement. However, this law gives some exceptions to copyright control. Moruf et al. (2021) opined that the legal effect of copyright exception is that copyright in a work is not infringed by any person whose act comes within the context of any of the specified exceptions, the exceptions are found in the Copyright Act and do not have general application to all the eligible works. In the same vein, other exceptions, such as, fair dealing with the work, use for educational purposes, use for judicial proceedings, and reproduction for use of the blind or disabled, as well as use for public interest (Copyright Act, Schedule 2, Paras. (a) – (s). Nworie et al. (2019) enunciated that this informed why, as a social institution and non-profit educational institutions, libraries have been given certain liberties under the present copyright law and this is rooted in the concept of “fair use” or “fair dealing.” The term “fair use” enables libraries and other information centers to protect the intellectual rights of creators and at the same time provide services to their users.

However, Moruf et al. (2021) observed that the basic principles of copyright are more difficult to apply in the networked digital world because copyright law was initially drafted with a print format model in mind, whereas the availability of digital resources of all kinds continues to grow. This suggests the need for copyright provisions and licensing to ensure that it is possible to use and exploit them, using the technologies already available, without causing detriment to copyright holders, authors and publishers, end-users, publishers, librarians and aggregators. On the other hand, the level of knowledge of copyright law by library personnel in federal university libraries may invariably influence their compliance and non-compliance with the law.

In any educational institute librarians play a key role in many spheres, which include handling copyright materials. Libraries are often the only entities that provide access to the vast majority of copyrighted works that lose market vitality long before the expiration of the copyrights and are often the only entities that preserve public domain materials. Thus, modern academic libraries play a great role in the overall development of an individual and nation as a whole and have an important place in universities, especially in the field of research. Hence, a qualified and trained librarian and an adequate number of assistants are required to run and administer the library to be able to provide effective services to the users Nworie, (2019; Chinwe, 2020). Consequently, Fernandez-Molina et al. (2016) stated that it is essential for academic librarians, professors and students using and diffusing copyrighted works to be familiar with all the legal implications relating to them as well as the rights that they hold as to having elaborated teaching and learning materials for study and research. To ensure that everyone affected by copyright clearly understands its implications, library personnel, especially in university libraries where staff and students, are users and creators of intellectual works, there is need to play a strategic role in educating its users about essential contents of the law which is largely unknown or misunderstood. Wherever library personnel are not knowledgeable or partially knowledgeable of what constitutes legal exceptions to copyright laws, it will thereby delimit their state of understanding of the copyright law pertaining provision of access to copyrighted materials to their patrons. The difficulties for librarians in interpreting copyright law could result in some infringements of the law (DeAngelis and Himmel 2014).

Princeton University Wordnet (2015) defined ‘awareness’ as having ‘knowledge of’; consciousness; cognizance or knowingness of something. Knowledge is a state or condition of being aware, conscious, or cognizant of something. According to Benson (2019) and Stobo (2019), copyright law is an area so intrinsically tied to various aspects of librarianship, that having a basic knowledge and understanding of copyright is very essential. This is certainly not to say that all librarians must be experts on the topic of copyright, but rather to suggest that librarians should have a general understanding of the concepts and challenges associated with copyright law. A study by Hansen and Courtney (2015) that examined the role of copyright education in libraries highlighted the importance of educating library staff and users about copyright law to avoid infringement. Furthermore, knowledge of copyright law is equally necessary as issues that have legal implications need to be avoided and ensure compliance (Hirtle & Kenyon 2019).

Advanced English Dictionary (2015) defined compliance to mean acting according to certain accepted standards. It is the state of aligning with guidelines, regulations and legislation set by outside parties such as vendors, industry, organizations, government, etc. Simply put, compliance is the act of conforming to a rule,

such as a specification, policy, standard, or law. Therefore, compliance with copyright means obeying and conforming to the terms stipulated in the Copyright Act subject to exceptions. In this context, copyright compliance entails obeying and conforming to the terms stipulated in the Copyright Act subject to the exceptions contained therein. As noted by Fernandez-Molina et al. (2016) and Nworie (2019), the activities of library personnel in university libraries can be carried out without infringing the Copyright Act if; the work is not copyrighted, the activity is carried out by the copyright holder or with his/her permission, or the activity may be included in one of the copyright exceptions and limitations. The level of awareness of the copyright law by library personnel in university libraries and their patrons may invariably influence their compliance and non-compliance with the law. According to Fernandez-Molina et al. (2016); Otubelu and Ume (2015) in other for librarians and supporting library staff to ensure compliance with copyright law, by librarians and their patrons, it is indispensable to be knowledgeable of the copyright status of materials under the custody of their libraries. Having the basic knowledge will enable librarians to determine the extent to which materials in the following status could be used by library patrons and those that could be reproduced by either the patrons or the library, despite physical ownership of literary works by an educational institution under the custody of their libraries comprising of different printed materials with different status, without infringing the Copyright Act if. This could include the following:

1. the work is not copyrighted
2. the activity is carried out by the copyright holder or with his/her permission
4. Faculty Members and Issues of Copyright Ownership
5. The Rights of the Student as Author of the Thesis or Dissertation
6. Certain Permitted Uses of Orphan Works
7. Public Domain works
8. Unpublished Work
10. Obtaining permission or consent of the copyright owner(s)

In general, presenting librarians with training opportunities allows them to broaden their knowledge, depth of understanding, and comfort level on copyright law. Therefore, understanding library personnel's knowledge level of copyright law and compliance has been the subject of multiple broad studies qualitative and quantitative in nature have been administered to librarians and library staff internationally.

### **Methodology**

The research design adopted for this study is a descriptive survey. The study population comprised 437 professional and para-professional library personnel in the six federal university libraries in North-Eastern, Nigeria. The total enumeration technique was used to cover the entire population size; hence no sample was drawn. The data collection instrument used for the study was a structured questionnaire constructed on compliance with copyright law. 354 copies of the questionnaire representing 81% were completed, returned and used for the study. The data collected for this study were analyzed using descriptive and inferential statistics. Specifically, the research questions set for the study were all analyzed using descriptive statistics to present frequency count, percentages, mean and standard deviation. Simple linear regression was the statistical method used to test the hypothesis.

**Data Analysis and Results**

Table 1: What is the level of knowledge of copyright law of librarians in federal universities in North-East Nigeria?

Copyright Law	VH (4)	H (3)	L (2)	VL (1)	Mean	Std.
<b>Fair Use Law</b>					<b>2.77</b>	<b>0.706</b>
<i>Professional and Para Professional Librarians in my library are aware that...</i>						
fair use dealings should only be used reasonable for information provision	69 (19.5%)	251 (71.1%)	29 (8.2%)	4 (1.1%)	3.09	0.562
the use of copyright materials should be accompanied by an acknowledgement of the title of the work and its authorship	50 (14.2%)	194 (55.0%)	97 (27.5%)	12 (3.4%)	2.80	0.717
without fair use backing, they would not be able to timely execute their mission of providing information to the users	52 (14.7%)	167 (47.3%)	118 (33.4%)	16 (4.5%)	2.72	0.766
the library should on the average duplicate not more than three copies of scarce materials for use	41 (11.6%)	169 (47.9%)	126 (35.7%)	17 (4.8%)	2.66	0.744
users should sign a bond to use copyright materials within fair use provisions	38 (10.8%)	145 (41.1%)	154 (43.6%)	16 (4.5%)	2.58	0.742
<b>Copyright law concept</b>					<b>2.75</b>	<b>0.768</b>
<i>Professional and Para Professional Librarians in my library are aware that...</i>						
copyright law controls the authors ownership right of their original intellectual works	65 (18.4%)	243 (68.8%)	21 (5.9%)	24 (6.8%)	2.99	0.719
copyright law helps authors as well as owners of copyright material to derive benefit of their creativity	50 (14.2%)	207 (58.6%)	76 (21.5%)	20 (5.7%)	2.81	0.742
The library should have copyright law policy that helps to guide library personnel as well as users on the use of copyright materials	36 (10.2%)	207 (58.6%)	86 (24.4%)	24 (6.8%)	2.72	0.736
copyright law provisions are binding and enforceable whenever it is infringed by any person	59 (16.7%)	148 (41.9%)	110 (31.2%)	36 (10.2%)	2.65	0.876
copyright law protects both the economic right of owners as well as moral right of authors	32 (9.1%)	163 (46.2%)	130 (36.8%)	28 (7.9%)	2.56	0.767
<b>Level of library Librarians knowledge of copyright law</b>					<b>2.57</b>	<b>0.732</b>
<i>Professional and Para Professional Librarians in my library are aware that...</i>						
only adequate knowledge of copyright can assist them in addressing specific copyright-related challenges	31 (8.8%)	222 (62.9%)	84 (23.8%)	16 (4.5%)	2.76	0.671
by having adequate copyright knowledge, librarians will be well guided in selecting the materials to be digitized	39 (11.0%)	192 (54.4%)	90 (25.5%)	32 (9.1%)	2.67	0.790
not being knowledgeable or partially knowledgeable of the provisions of the copyright law should be addressed	18 (5.1%)	192 (54.4%)	107 (30.3%)	36 (10.2%)	2.54	0.745
level of knowledge of the copyright law is high	19 (5.4%)	167 (47.3%)	135 (38.2%)	32 (9.1%)	2.49	0.735
to have the knowledge regarding “fair use legislation” librarians are regularly given training and retraining	19 (5.4%)	136 (38.5%)	169 (47.9%)	29 (8.2%)	2.41	0.718

Grand Mean	2.69	0.711
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Sources: *Field Survey Result, 20223*

**Decision Rule: 1.0-1.74 = Strongly disagree; 1.75-2.49 = Disagree; 2.50-3.24 = Agree; 3.25-4.00 = Strongly agree**

Table 1 showed the level of copyright law knowledge of librarians in federal universities in North-East, Nigeria. The result revealed that the level of copyright law knowledge of librarians in federal universities in North-East, Nigeria is high with a grand mean of  $\bar{x} = 2.69$ ,  $SD = 0.711$  on a scale of 4 point. Furthermore, in analyzing the dimensions used to measure the indicators the results revealed that the level of knowledge of copyright law is high in North-East, Nigeria (overall mean score of  $(x=3.11)$  on a scale of 4). The high overall score suggests that librarians in these libraries possess a high level of knowledge of copyright law concerning various aspects of copyright law. Further analysis showed that far use ( $x= 2.77$ ,  $SD = 0.706$ ) had a high mean rating among the participants, followed by copyright law concept ( $x=2.75$ ,  $SD = 0.786$ ). Libraries compliance with copyright law ( $x= 2.67$ ,  $0.732$ ). The least is the level of library Librarians knowledge of copyright law ( $x=2.57$ ,  $SD = 0.732$ ). The implication of this analysis is that librarians the librarians in federal university libraries in North-East, Nigeria possess a high general knowledge of copyright law. have the basic knowledge of copyright law.

The finding of this study corroborates the finding of Adu and Walt (2021) who revealed that awareness of all the copyright laws, regardless of the respondents’ educational status was high among academic librarians in Ghana. Similarly, this study affirms the finding of Reddy (2021) whose results showed that majority of academic librarians in India have a high level of copyright law knowledge. This finding is in line with the finding of Nworie et al., (2019) who revealed that library personnel in university libraries in South-West, Nigeria are aware of copyright law which governs the information resources in their custody; and they comply with the provision of the Copyright Act to a high extent.

Table 2: What is the level of compliance with copyright law by federal university libraries in North-East, Nigeria?

Copyright Law	VH (4)	H (3)	L (2)	VL (1)	Mean	Std.
<b>Libraries compliance with copyright law</b>					<b>2.67</b>	<b>0.639</b>
The library should on the average duplicate not more than three copies of scarce materials for use	36 (10.2%)	199 (56.4%)	110 (31.2%)	8 (2.3%)	2.75	0.664
Users should sign a bond to use copyright materials within fair use provisions	44 (12.5%)	163 (46.2%)	134 (38.0%)	12 (3.4%)	2.68	0.733
Reproduced materials for educational purposes should be destroyed within the stipulated period	10 (2.8%)	218 (61.8%)	117 (33.1%)	8 (2.3%)	2.65	0.574
Users who make photocopy of copyright materials should be made to fill copying request form	18 (5.1%)	192 (54.4%)	107 (30.3%)	36 (10.2%)	2.54	0.745
The library should preserve evidence of services given with copyrighted materials	17 (4.8%)	171 (48.4%)	165 (46.7%)	0	2.58	0.584

Sources: *Field Survey Result, 20223*

The result of Table 4.5 revealed that the level of Libraries compliance with copyright law is high in North-East, Nigeria (overall mean score of  $(x= 2.67$ ,  $SD = 0.732)$  on a scale of 4). The high overall score suggests that the libraries comply with copyright law Libraries compliance with copyright law.

The study also revealed that the respondents level of compliance with copyright law is high, as 235 (67%) with a mean of 2.75 of the respondents are in agreement that their libraries do not duplicate not more than

three copies of scarce materials for use, followed by 207 (59%) with a mean of 2.68 of the respondents are in agreement that their libraries users sign a bond to use copyright materials within fair use provisions, followed by 228(65%) of the respondents are in agreement that their libraries destroy reproduced materials for educational purposes within the stipulated period. Findings further revealed that majority of the respondents 210 (60%) are in agreement that in their libraries, users who make photocopy of copyright materials are made to fill copying request form, likewise 171 (53.2%) of the respondents are in agreement that their libraries keep evidence of services given with copyrighted materials.

implication of this analysis is that the librarians in federal university libraries in North-East, Nigeria have the basic knowledge of copyright law and they comply with the law. Invariably, when it comes to copyright compliance in library settings, the personnel have the complex task of balancing two positions: providing access to information on the one hand and helping to protect publishers’ rights on the other. Therefore, librarians have to handle restrictions in copyright legislation and also actively provide solutions to users’ information needs.

Table 3: librarians’ knowledge of copyright law and compliance with copyright law.

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	2.228	0.194		11.486	0.000
Copyright law	0.167	0.071	0.124	2.349	0.019
Dependent Variable: copyright law					
R = 0.124					
R <sup>2</sup> = 0.015					
Adjusted R <sup>2</sup> = 0.013					
F (1, 352) = 5.518					
DF (T-Statistic) = 351					
P < 0.05					

Source: Field Survey Results, 2023

The result shown in Table 4.8 illustrates that knowledge of copyright law positively and significantly influenced level of knowledge of copyright law of librarians on compliance with copyright law of librarians in federal university libraries in North-East, Nigeria (Adj.  $R^2 = 0.013$ ,  $F(1, 352) = 5.518$ ,  $p < 0.05$ ). The result illustrates that knowledge of copyright law has a positive and significant influence on compliance with copyright law. From the relative perspective, compliance with copyright law ( $\beta = 0.116$ ,  $t(348) = 2.017$ ,  $p < 0.05$ ) positively and significantly influenced compliance with copyright law. The result further shows that knowledge of copyright law accounted for 1.5% ( $R^2 = 0.015$ ) of the variation in the dependent variable (compliance with copyright law) of librarians in federal university libraries in North-East, Nigeria. The  $\beta = 0.124$  and  $t$ -value of 2.349 affirms that the regression coefficient for knowledge of copyright law is statistically significant, this further gives the empirical evidence that knowledge of copyright law has a significant influence compliance with copyright law. Thus, the null hypothesis the ( $H_01$ ) which states that knowledge of copyright law has no significant influence on compliance with copyright law of librarians in federal university libraries in North-East, Nigeria was rejected. The hypothesis is therefore restated as: knowledge of copyright law has a significant influence on compliance with copyright law of librarians in federal university libraries in North-East, Nigeria.

**Conclusion**

copyright law is indispensable, hence need be enforced if any nation's intellectual property is to be kept afloat and permitted to flourish by encouraging producers to keep exploiting their creative talents and reaping the financial benefits of their labour. On the other hand, a just and balanced copyright system should accommodate and recognize the interests of both owners and users. The study found that the level of knowledge of copyright law of librarians in federal universities in North-East, Nigeria is high. Findings also shows adequate compliance with copyright law. The study also concluded that there is a strong positive correlation between library librarians’ knowledge of copyright law and compliance with copyright law in



the study area. This means that as the level of knowledge of copyright law increases, the level of compliance with copyright law increases. It is expected that providing support and motivation will activate more commitment among professional and para professional librarians by boosting their level of effort ensuring compliance with compliance.

### **Recommendations**

Based on the findings of this study, the following recommendations are hereby proffered as the way forward: Even though the level of knowledge of copyright law of the librarians as well as the level of compliance with compliance are high, however, a lot still needs to be done to improve on the present state. University and library managements should make more provision for regular training and retraining for librarians by organization of workshops and seminars on copyright issues to increase their level of knowledge in order to increase the level of compliance with copyright practices and to sustain their level of copyright law knowledge and comply with the copyright law. Copyright holders should be contacted and rights obtained where necessary.

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