

Full Length Research

Appraisal of Copyright Law Compliance among Library Personnel in University Libraries in Nigeria

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The study investigated compliance with Copyright Law among library personnel in university libraries in South-West, Nigeria. The purpose of the study was to determine the level of awareness of copyright law by library personnel and level of compliance with copyright law in selected university libraries in South West, Nigeria. The study adopted the descriptive survey of the correlational design. The population of study was made up of 117 library personnel in university libraries in South West, Nigeria and the total enumeration technique was adopted, hence there was no sample. Questionnaire was used for data collection. 103 copies of questionnaire were completed, returned and used for the study. The data collected for the study were analysed using the descriptive and inferential statistics. Specifically, the research questions were answered with the use of tables, percentages and mean. Pearson Product Moment Correlation Coefficient (PPMCC) was used to test the hypotheses formulated for this study at 0.05 level of significance. Findings revealed that library personnel in university libraries in south west, Nigeria are aware of copyright law which govern the information resources in their custody; and they comply with the provision of the Copyright Act to a high extent. The study concluded that there is a strong positive correlation between library personnel's awareness of copyright law and compliance with copyright law in the selected university libraries in South West, Nigeria with a recommendation that library management should be actively involved in sensitizing library personnel on copyright law and its violation to continually increase their level of awareness.

Keywords: Awareness, Compliance, Copyright Law, Library Personnel, Nigeria

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INTRODUCTION

University libraries like other types of libraries are made up of books and non-book materials which are collected, organized and housed in a building for consultation, reference, research, recreation and aesthetic enjoyment, with a trained personnel stationed to manage the resources. According to Korlety (2014), these information resources that make up university collections are copyrighted works which its use is subject to the

copyright act of the federal republic of Nigeria.

Copyright is an intangible, incorporeal right granted by statute to the author or originator of certain literary or artistic productions whereby he is invested, for a limited period, with the sole and exclusive privilege of multiplying copies of the same and publishing and selling them. Verzosa (2008), described copyright as the right granted to an individual against reproduction of his

intellectual creation or work. According to Story (2009), Copyright is "a legal system which regulates the creation, ownership, control and use, by the public, of products resulting from certain specified creative activities that are directed by the human brain which includes the writing of books." This invariably mean, copyright law across the world plays a common role of regulating the creation, ownership, protection and use of human intellectual expressions, such as books, journals and other information resource.

Granted that most information resources that make up university library collections are copyrighted works; the library personnel in the course of their everyday activities come in contact with copyright law. These library personnel advertently or inadvertently carry out these commonplace activities in university libraries in compliance or non compliance with the legislation governing copyright issues and 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, Moraes, and Guimaraes (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.

University libraries rely upon copyrighted works through copyright exceptions and limitation (fair use) to make allowance for great flexibility in the course of providing services to their users. The question however, is what constitutes legal exceptions to copyright laws may be lucid and may not be completely understood by library personnel, thereby delimiting their state of awareness

It is a truism to say that librarians in all sectors of an academic library wear many different hats and provide numerous services to patrons. The modern library plays a great role in overall development of an individual and nation as a whole and has 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.

A library cannot function well without efficient and qualified personnel since the success of a library largely depends upon the persons who are responsible for the effective use of a good collection of materials in the hands of the users. The role of Personnel in a library, for successful organisation and administration cannot be over-emphasized, just as the need for a library in academic institutions like universities cannot be over-emphasized. The need for library in a university is tantamount to the need of library personnel to man the library.

University libraries through its library personnel

promote the acquisition of knowledge of their users through the provision of various information resources for the purposes of teaching, learning and research. The university library today has become a busy information centre where information is packaged in various formats to the advantage of the users unlike the traditional library system where a library is just a warehouse of books. The library as of today accommodates all categories and levels of users with the assurance of meeting their information needs using the varied information sources.

Consequently, Fernandez-Molina and others (2016), opined that academic librarians who in their day to day activities come in contact with copyrighted materials are expected to be aware of the copyright law which governs the activities that they are involved with. Hence, it is essential for academic librarians, professors and students using and diffusing copyrighted works created by other authors to be familiar with all the legal implications relating to them as well as the rights that they themselves hold as to having elaborated teaching and learning materials for study and research. In order 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, need to play a strategic role in educating its users about essential contents of the law which is largely unknown or misunderstood. This is because library personnel being able to provide assistance and advice to users can also do same with respect to copyright issues, and thus this calls into question, whether library personnel are fully aware of copyright laws? The questions that beg for answer which is the premise of this work is: Are library personnel in university libraries really aware of the copyright laws? Are they familiar enough with copyright legislation to take advantage of library exceptions and limitations without infringing the law? Do they really know what they may and may not do with a given work, and under what conditions and circumstances?

Princeton University Wordnet (2015) defined awareness as having knowledge of; consciousness; cognizance or knowingness of something. It is a state or condition of being aware; having knowledge, consciousness or cognizant of something. Therefore, awareness is revealed as the ability to perceive (perception), know (knowledge) or the state of being conscious (consciousness). Thus, copyright awareness, can be said to be having knowledge and being conscious and cognizant that copyright exists in all forms of knowledge and consciousness. It is the state or condition of having conscious knowledge about copyright in a perceived manner. When users of copyright materials exhibit this sense of awareness in an educational institution, it gives authors the opportunity to enjoy the moral and economic value of their works and motivates their authorship. The level of awareness of the copyright law by library personnel in university libraries may

invariably influence their compliance and non compliance with the law.

STATEMENT OF THE PROBLEM

The 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 this violations and non-compliance with the copyright law in the library setting may be attributed to the level of awareness of the extant provisions of the Copyright Act by libraries and library personnel who man the libraries. Where library personnel are not aware or partially aware of the provisions of the copyright law, there will be high degree of non compliance with the said law as one can only comply with a thing he has knowledge of. This issue of non-compliance and violation of copyright law can be evidenced in the way excessive duplication of copyrighted material is made by students, faculty members and libraries without recourse to the law. For example, research has shown that there are libraries that, on the average duplicate more than three copies of scarce materials for use in the libraries while others fail to destroy reproduced copyrighted materials for education purposes within the prescribed period.

This will no doubt result in a situation where authors and owners of intellectual works are deprived from benefitting from their creativity. Thus, the creators of original works could be discouraged as they may not have the opportunity to enjoy their moral and economic rights as stipulated by the law. In addition, plagiarism, lack of academic integrity and other non compliance activities could be on the rise. This could make intellectual development epileptic and invariably slow down national development. Furthermore, literature shows that most of the university libraries in Nigeria do not have designated copyright librarians who are well acquainted with law, to provide guidance to student, staff and even faculty members on how to deal with copyright materials. This seems to have, according to previous studies, contributed to this lack of awareness of the extant provisions of the law. The gaps causing these problems, therefore, need to be properly addressed, in order to ensure compliance with the copyright law; which is to serve as a check to minimise or eliminate unauthorised duplications and production of intellectual materials; and to ensure possible remuneration of authors and owners of original works. In order to achieve compliance with copyright law, there is need for library personnel in university libraries in Nigeria to be properly aware of copyright law provisions and how it can be properly implemented. The level of awareness of copyright law provisions by library personnel in university libraries is very important as they are the custodians of

copyrighted works and image bearers of the libraries who should ensure copyright law compliance and that the rights of creators of original works are not violated.

OBJECTIVES OF THE STUDY

The general purpose of this study was to determine the extent to which library personnel in selected university libraries in South West, Nigeria comply with the copyright law. The Specific objective was to:

1. ascertain the level of awareness of copyright law by library personnel in selected university libraries in South West, Nigeria; and
2. determine the level of compliance with copyright law in selected university libraries in South West, Nigeria.

RESEARCH QUESTIONS

1. What is the level of awareness of copyright law of library personnel in selected university libraries in South West, Nigeria?
2. What is the level of compliance with copyright law by library personnel in selected university libraries in South West, Nigeria?

TESTING OF HYPOTHESES

The null hypothesis was tested at 0.05 level of significance

Ho1: There is no significant relationship between library personnel's awareness of copyright law and compliance with copyright law.

SIGNIFICANCE OF THE STUDY

The creation and ownership of knowledge-based products remain an important aspect of individual and national development, thus making copyright an issue of national concern. This study will, therefore, alert the government and the Nigerian Copyright Commission (NCC) on the need to formulate favourable policies that will ensure adequate administration of copyright law and library services which will in turn encourage authors and other copyright owners to have more publications to the benefit of the society. This study would be particularly important to researchers. The findings of the study would make a vital contribution to the already existing knowledge and understanding of copyright law and its application in services rendered in university libraries. The result of this study could also increase the level of

awareness of library personnel and the entire copyright stakeholders to become more conscious of the implications of copyright law and how they can practice their profession and discharging of their duties without violating the law. The result of the study will be significant to library personnel as it could create awareness among stakeholders and provide an opportunity or platform for articulation of the degree of libraries and library personnel's compliance with the copyright law.

LITERATURE REVIEW

The Advanced English Dictionary (2015) defined compliance to mean acting according to certain accepted standards. To Sambe, Esoheamenagha and Gomina (2015), compliance simply means to obey a rule or requests made by an authority. It can said to be the action or fact of complying with a wish or command. 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 the exceptions. Copyright by definition, is an intangible, incorporeal right granted by statute to the author or originator of certain literary or artistic productions whereby he is invested, for a limited period, with the sole and exclusive privilege of multiplying copies of the same and publishing and selling them (Verzosa, 2008). Okwilagwe (2001) asserts that copyright law is based on the assumption that an author is more likely to be motivated to embark on continuous production of intellectual products, if there is the assurance that another individual can claim neither the credit nor the profit economically from the author's efforts.

In the study of copyright awareness at Kwame Nkrumah University of Science and Technology (KNUST), Korlety 2014, identified that copyright can be as a form of exclusive right or a form of property right. Copyright as a Form of exclusive right relates to the exclusive rights of copyright owners/holders to reproduce, make a copy or otherwise do some of the acts reserved by the Copyright Act while copyright as a form of property right, relates to the fact that the property can be sold, given to heirs, donated, leased/licensed under any sort of conditions, divided into separate parts and can protect it from almost every kind of trespass.

In the opinion of Story (2009), Copyright is "a legal system which regulates the creation, ownership, control and use, by the public, of products resulting from certain specified creative activities that are directed by the human brain which includes the writing of books." This invariably mean, copyright law across the world plays a common role of regulating the creation, ownership,

protection and use of human intellectual expressions, such as books, journals and other information resources. Copyright entails the power an author has under the law to determine who and how his work is used. This means that the use of an authors work either in original form or any other form whatsoever is unlawful without the permission or authorization of the author. Section 1(1) of the Act made a list of works eligible for copyright protection which includes: literary works; musical works; artistic works; cinematograph films; sound recordings; and broadcasts. However, for a literary, musical or artistic work to be eligible for copyright, sufficient effort should have been expended on making the work to give it an original character; and the work should have been fixed in any definite medium of expression now known or later to be developed, from which it can be perceived, reproduced or otherwise communicated either directly or with the aid of any machine or device.

Section 6 of the Act further stipulates acts which are reserved exclusively for the copyright owner or anyone he authorises, subject to the exceptions specified in the Second Schedule to the Act. The acts include:

Reproduce the work in any material form; publish the work; perform the work in public; produce, reproduce, perform or publish any translation of the work; make any cinematograph film or a record in respect of the work; distribute to the public, for commercial purposes, copies of the work, by way of rental, lease, hire, loan or similar arrangement; broadcast or communicate the work to the public by a loudspeaker or any other similar device; make any adaptation of the work; do in relation to a translation or an adaptation of the work, any of the acts specified in relation to the work in (i) to (vii) of this section (Copyright Act, cap.28, LFN, 2004).

Broadly speaking, only the owner of a copyright in a work can reproduce, publish, perform, make a film or a record from a work or distribute it for commercial purpose. A plethora of literatures have established that copyright protects two sets of rights; the economic right and the moral right of an author (Okwilagwe, 2015, Korlety, 2014, Khan, 2002 and Adoki, 2002). Economic right has to do with the right of the author or owner of a copyright work to make gain and have financial benefits in respect of the work he has made. It is however noteworthy to mention that it is only the economic aspect of an author's right that can be disposed with subject to the expiration of the term of the copyright. On the other hand, moral right of an author of a copyrighted work is inalienable and sacrosanct. This right ensures that an author is duly acknowledged whenever his work is been used by affixing his or her name in such a manner to show that he or she is the originator of the work who has expended intellectual prowess to create the work. This

entails that, no matter where the economic right lies, the owner of a work still retains his moral right. The moral right continues to subsist even when the author or owner of the work is dead, however subject to the expiration of the copyright.

Guobadia (1989), insists that copyright comes under pressure in a largely illiterate society like Nigeria as the purveyor of pirated audio and video cassettes, the shopkeeper who sells pirated copies of popular textbooks and the student who makes a photocopy of an entire textbook for his use are all reacting in their own way to the situation. This invariably has resulted to non-compliance with the provisions of the Copyright Law. According to Odunowo (2002), the violation of copyright legislation can lead to loss of income, discourage creativity, retard industrial, economic and cultural growth, and deprive the government a huge amount of taxes especially in copyright related industries. However, library personnel are not illiterates. They are perceived to know the law and are therefore expected to be in compliance with it since they are the custodians of most copyrighted works. A person is said to have infringed the copyright of an owner if it does an act or makes an omission not as provided by the copyright law governing the jurisdiction in question and which act also cannot be justified under the provisions of fair use. The Legal framework for copyright in Nigeria is the Copyright Act, Cap 28, Laws of the Federal Republic of Nigeria, 2004. In Nigeria, the Copyright Act established a corporate body to be known as the Nigerian Copyright Commission (NCC) with perpetual succession and a common seal and may sue and be sued in its corporate name.

According to section 15 of the Act, when any person, without the license or authorization of the copyright owner, does or causes any other person to do any of the restricted or prohibited acts in relations to a copyright work, violation of copyright is said to have occurred. Violation in this context includes but not limited to piracy, plagiarism of text, reproduction, copying with the use of photocopying machines, duplication. Ajegbomogun (2011) pointed out that one of the major ways of violating an author's right is through the means of indiscriminate photocopying of copyrighted resources.

Infringement of copyright reaps an author or owner of a work of the benefits of enjoying the fruits of his or her labour, and Adoki (2002), rightly argues that it is criminal, fraudulent and cheating to do any acts or omission which will deprive an owner of copyrightable work the benefits of his labour. Noel and Breau (2005), suggest that works of others should not be used without their permission unless the use is within the statutory exceptions provided in the law or the use has been authorized by the copyright owner. In order to promote progress and national development, the terms of the Copyright Act needs to be strictly complied with by library personnel and other stakeholders handling copyrighted resources.

METHODOLOGY

The research design adopted for this study is the descriptive survey of the correlational type. The population of the study comprised of all the 117 professional and para-professional library personnel in three selected federal university libraries in South West, Nigeria; Kenneth Dike Library (KDL) of the University of Ibadan (62), Hezekiah Oluwasanmi Library (HOL) of the Obafemi Awolowo University Ile-Ife (31) and Federal University Oye-Ekiti Library (FUOYE, 24). 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 based on a working document, the Copyright Act. 103 copies of questionnaire were completed, returned and used for the study. The data collected for the study were analysed using the descriptive and inferential statistics. Specifically, the research questions were answered with the use of tables and percentages. Pearson Product Moment Correlation Coefficient (PPMC) was used to test the hypothesis formulated for this study at 0.05 level of significance.

Data Analysis and Results

Research Question 1: What is the level of awareness of copyright law of library personnel in selected university libraries in South West, Nigeria?

Data needed to provide answer to this research question were collected and presented in Table 1

Table 1 shows the level of awareness of copyright law of library personnel in selected university libraries. Majority 54(52.4%) of the respondents indicated that they are highly aware that copyright law governs the right of authors and owners of original intellectual works with (Mean=3.37), followed by 50(48.5%) respondents that indicated that library personnel in university libraries are to comply with the copyright law with (Mean=3.30), followed by 48(46.6%) respondents that indicated Copyright law helps authors and owners of copyright material to derive benefit of their creativity with (Mean=3.32), followed by 47(45.6%) of the respondents that indicated that copyright law protects both the economic right of owners and moral right of authors with (Mean=3.30) and 42(40.8%) respondents indicated that a copy of the current Copyright Law is placed in my library collections with (Mean=3.02). Relatively large number 56(54.4%) of the respondents are aware of having a dedicated staff that handles copyright Law issues in the library protects copyright owners with (Mean=2.87) and 53(51.5%) respondents indicated that they are aware the duration of copyright in Nigeria is 70years after the end of the year in which the author dies with (Mean=2.85). This

Table 1: level of awareness of copyright law of library personnel

S/N	Level of Awareness	HA	A	LA	NA	Mean	S.D
1.	A copy of the current Copyright Law is placed in my library collections	42(40.8%)	36(35.0%)	10(9.7%)	15(14.6%)	3.02	1.048
2.	Having a dedicated staff that handles copyright Law issues in the library protects copyright owners	24(23.3%)	56(54.4%)	9(8.7%)	14(13.6%)	2.87	.925
3	Copyright Law is effective in my library	39(37.9%)	44(42.7%)	14(13.6%)	6(5.8%)	3.13	.860
4.	The duration of copyright in Nigeria is 70years after the end of the year in which the author dies	25(24.3%)	53(51.5%)	10(9.7%)	15(14.6%)	2.85	.954
5	Copyright owners authorise the use of their intellectual works in my library	41(39.8%)	42(40.8%)	10(9.7%)	10(9.7%)	3.11	.938
6.	Copyright law governs the right of authors and owners of original intellectual works	54(52.4%)	36(35.0%)	10(9.7%)	3(2.9%)	3.37	.780
7.	Copyright law helps authors and owners of copyright material to derive benefit of their creativity	48(46.6%)	42(40.8%)	11(10.7%)	2(1.9%)	3.32	.744
8.	Copyright law protects both the economic right of owners and moral right of authors	47(45.6%)	45(43.7%)	6(5.8%)	5(4.9%)	3.30	.790
9	Copyright law provisions are binding and enforceable whenever it is infringed by any person	42(40.8%)	45(43.7%)	9(8.7%)	7(6.8%)	3.18	.860
10.	Library personnel in university libraries are to comply with the copyright law	50(48.5%)	39(37.9%)	9(8.7%)	5(4.9%)	3.30	.826

implies that library personnel in selected university libraries are highly aware of the copyright law and they comply with the law in their respective libraries.

Research Question 2: What is the level of compliance with copyright law by library personnel in selected university libraries in South West, Nigeria?

Data needed to provide answer to this research question were collected and presented in Table 2

Table 2 shows the level of compliance with copyright law by library personnel in selected university libraries as majority 96(93.2%) of the respondents agreed that people who make photocopy of copyright materials should be made to fill copying request form and the library should on the average duplicate not more than three copies of scarce materials for use with (Mean=3.31 and 3.07) respectively, relatively large number 95(92.2%) of the respondents agreed that the library should have a copyright Librarian with (Mean=3.16), followed by 94(91.3%) respondents that agreed that the library should have copyright law policy that helps to guide library personnel and users on the use of copyright materials with (Mean=3.27). Interestingly, 93(90.3%) respondents agreed that the use of copyright materials should be accompanied by an acknowledgement of the

title of the work and its authorship with (Mean=2.99), followed by 89(86.4%) respondents that agreed library should receive photocopying request from individuals and other libraries with (Mean=3.16), followed by 88(85.4%) respondents that agreed that reproduced materials for educational purposes should be destroyed within the stipulated period with (Mean=2.96). Moreso, 86(83.5%) of the respondents agreed that users should sign a bond to use copyright materials within fair use provisions and users should pay for the photocopying of materials in the library with (Mean=3.11 and 3.19) respectively and 84(81.6%) respondents agreed that libraries should reproduce copies of copyrighted materials for educational purposes with (Mean=3.17).

Testing of Hypothesis

The following null hypothesis was tested at 0.05 level of significance

Ho1: There is no significant relationship between library personnel's awareness of copyright law and compliance with copyright law.

Table 3 shows a significant level of relationship of library personnel's awareness of copyright law on compliance with copyright law (Df= 102, N= 103, r= .229, P < 0.05).

Table 2: Level of compliance with copyright law by library personnel

S/N	Level of Compliance with Copyright Law	SA	A	D	SD	Mean	S.D	Ranking
11	Libraries should reproduce copies of copyrighted materials for educational purposes	42(40.8%)	43(41.7%)	12(11.7%)	6(5.8%)	3.17	.857	8 th
12	Reproduced materials for educational purposes should be destroyed within the stipulated period	15(14.6%)	73(70.9%)	11(10.7%)	4(3.9%)	2.96	.641	6 th
13	Users should sign a bond to use copyright materials within fair use provisions	24(23.3%)	62(60.2%)	9(8.7%)	8(7.8%)	3.11	.699	7 th
14	The use of copyright materials should be accompanied by an acknowledgement of the title of the work and its authorship	43(41.7%)	50(48.5%)	9(8.7%)	1(1.0%)	2.99	.798	4 th
15	People who make photocopy of copyright materials should be made to fill copying request form	27(26.2%)	69(67.0%)	7(6.8%)	-	3.31	.672	1 st
16	Users should pay for the photocopying of materials in the library	36(35.0%)	50(48.5%)	14(13.6%)	3(2.9%)	3.19	.543	7 th
17	Library should receive photocopying request from individuals and other libraries	24(23.3%)	65(63.1%)	11(10.7%)	3(2.9%)	3.16	.764	5 th
18	The library should on the average duplicate not more than three copies of scarce materials for use	37(35.9%)	59(57.3%)	5(4.9%)	2(1.9%)	3.07	.675	1 st
19	The library should have copyright law policy that helps to guide library personnel and users on the use of copyright materials	27(26.2%)	67(65.0%)	7(6.8%)	2(1.9%)	3.27	.645	3 rd
20	The library should have a copyright Librarian	30(29.1%)	65(63.1%)	7(6.8%)	1(1.0%)	3.16	.622	2 nd
21	The library should preserve evidence of services given with copyrighted materials	34(33.0%)	43(41.7%)	26(25.2%)	-	3.20	.600	9 th

Table 3: PPMC summary table showing the relationship between library personnel’s awareness of copyright law and compliance with copyright law

Variables	N	Mean	Stand-Dev	Df	R	P	Sig
Library personnel’s awareness of copyright law	103	44.7864	11.09995	102	.229*	0.020	Sig.
Compliance with copyright law	103	54.4660	9.14889				

Based on this, the null hypothesis is rejected. Therefore, there is a significant relationship between library personnel’s awareness of copyright law and compliance with copyright law in university libraries in South-west, Nigeria. Moreso, to further understand the proportion of influence impacted by library personnel’s awareness of copyright law, the determinant of coefficient r2 (.229)2 was estimated=0.0524. This implies that library

personnel’s awareness of copyright law factor accounted for 52.4% variation for the prediction of library personnel compliance with copyright law in university libraries in South-west, Nigeria.

DISCUSSION OF FINDINGS

The aim of this study was to investigate copyright law

compliance among library personnel in selected university libraries in South west, Nigeria. This section discusses the results obtained from the data analysis to provide a clear picture of the implications of the research results in terms of the determinants of library personnel's compliance with copyright law. Two research questions were addressed and the findings are summarized below.

The findings on level of awareness of copyright law of library personnel in selected university libraries revealed that library personnel in selected university libraries are highly aware that copyright law governs the right of authors and owners of original intellectual works, library personnel in university libraries are to comply with the copyright law. Copyright law helps authors and owners of copyright material to derive benefit of their creativity, copyright law protects both the economic right of owners and moral right of authors, a copy of the current Copyright Law is placed in my library collections. It also revealed that library personnel are aware of having a dedicated staff that handles copyright Law issues in the library protects copyright owners and the duration of copyright in Nigeria is 70years after the end of the year in which the author dies. This implies that library personnel in selected university libraries are highly aware of the copyright law and they comply with the law in their respective libraries. This finding is in conformity with the definition of Princeton University Wordnet (2015), that awareness means having knowledge of; consciousness; cognizance or knowingness of something. It is a state or condition of being aware; having knowledge, consciousness or cognisant of something. In effect, awareness is revealed as the ability to perceive (perception), know (knowledge) or the state of being conscious (consciousness). Owushi (2014) in his recent study in Nigeria on copyright was conducted to investigate the librarians' awareness and application of copyright law in academic libraries in Edo State. The findings revealed that librarians in academic libraries in Edo State are aware of the copyright law and as well have working knowledge of the law.

Findings on level of compliance with copyright law by library personnel in selected university libraries in South West, Nigeria revealed that there is a level of compliance as library personnel agreed that people who make photocopy of copyright materials should be made to fill copying request form, the library should on the average duplicate not more than three copies of scarce materials for use, the library should have a copyright Librarian, the library should have copyright law policy that helps to guide library personnel and users on the use of copyright materials, the use of copyright materials should be accompanied by an acknowledgement of the title of the work and its authorship, library should receive photocopying request from individuals and other libraries, reproduced materials for educational purposes should be destroyed within the stipulated period, users should sign a bond to use copyright materials within fair use

provisions, users should pay for the photocopying of materials in the library, libraries should reproduce copies of copyrighted materials for educational purposes. This is very much related to Sambe, Esoheamenagha and Gomina (2015), that compliance simply means to obey a rule or requests made by an authority. It can said to be the action or fact of complying with a wish or command. 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, acquiescing, or yielding. In the opinion of Story (2009), Copyright is "a legal system which regulates the creation, ownership, control and use, by the public, of products resulting from certain specified creative activities that are directed by the human brain which includes the writing of books." This invariably mean, copyright law across the world plays a common role of regulating the creation, ownership, protection and use of human intellectual expressions, such as books, journals and other information resources.

Findings further revealed that sharing of library resources minimises copyright violation, the library should document violation of copyright law by its users, the library should file complaints against copyright infringers, libraries should be involved in collecting societies, library services to users such as photocopying can result in loss of income to author, the provision of photocopying services violates copyright law and the library should ensure copyright compliance by all category of users, engagement in cooperative acquisition violates copyright law were the aspects library personnel's practices constitute copyright infringement in selected university libraries. The findings agreed with the opinion of Story (2009), that copyright is "a legal system which regulates the creation, ownership, control and use, by the public, of products resulting from certain specified creative activities that are directed by the human brain which includes the writing of books." This invariably mean, copyright law across the world plays a common role of regulating the creation, ownership, protection and use of human intellectual expressions, such as books, journals and other information resources.

The results on relationship between library personnel's awareness of copyright law and compliance with copyright law shows a significant level of relationship of library personnel's awareness of copyright law on compliance with copyright law ($Df= 102, N= 103, r= .229, P < 0.05$). Therefore, there is a significant relationship between library personnel's awareness of copyright law and compliance with copyright law in university libraries in South-west, Nigeria. This finding agreed with the findings of Owushi (2014) in Nigeria and Korletey (2014) in Ghana on the level of awareness and compliance with copyright law which showed that librarians with high level of awareness complied with the copyright law. This could be corroborated with the fact that one can only comply or

obey rules, regulations to the extent he or she is aware of it.

CONCLUSION

The study concluded that there is a strong positive correlation between library personnel's awareness of copyright law and compliance with copyright law in the selected university libraries in South West, Nigeria. The library personnel's awareness of copyright law being a potent factor and a strong determinant for the prediction of library personnel's compliance with copyright law is based on the findings on awareness which revealed that library personnel are highly aware that copyright law governs the right of authors and owners of original intellectual works and that library personnel in university libraries are to comply with the copyright law among others.

RECOMMENDATION

The study therefore recommends that library management should sensitize and make library personnel in the library to be aware of copyright law and its violation through the organization of workshops and seminars on copyright issues to increase their level of awareness in order to increase the level of compliance with copyright practices in the library.

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