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# 2023 | **GARI** **OXFORD MULTIDISCIPLINARY SYMPOSIUM**

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## PROCEEDINGS

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Global Academic Research Institute (GARI) is an International Scientific Research Conference Organizer in collaboration with International Universities & Institutions. GARI has brought together leading academic and industry experts from the global community who process diverse experience and expertise in verity of scholarly or scientific disciplines. We established on 2010 as independent service provider then wider range of experience GARI became a powerful arm of scientific research conference organizer in the industry.

## **PREFACE**

Global Academic Research Institute is proud to present GARI OXFORD MULTIDISCIPLINARY SYMPOSIUM 2023 which is a series of successful research symposium. The Inaugural Session and the Technical Sessions were conducted in 04<sup>th</sup> November 2023 Global Academic Research Institute in Oxford, England. The conference was organized into different disciplines which empirical, conceptual and methodological papers were received from academics, practitioners and public policy makers were accepted paying austere attention to the academic standards of the papers. To maintain consistency, authors were prescribed to follow the academic writing format of the GARI Publishers. The reviewing process was apparently transparent where papers underwent a double blinded review process by eminent subject specialists in respective areas. Thus, refereed full papers selected to be presented at the conference were published here. We do not assume any responsibility for any errors or omissions in the research papers which rests solely with the authors.

Special thank goes to Scientific Reviewers and Journal Editorial Board of the conference and GARI Journal. The organizing committee special Appreciation Online Research Publications Partner NLSL's National Digital Library and Repository in Sri Lanka, an International Academic Affiliation with Jagadguru Kripalu University - India, Department of Community Medicine, Mysore Medical College and Research Institute - India, International Federation for Fitness Health, Physical Education & Iron Games - Saudi Arabia, Australasian Institute of Ayurvedic Studies - Australia, Kathmandu School of Law – Nepal, Noble School of Business, India.

Journal Partner as GARI Publishers and GARI International Journal of Multidisciplinary Research, all other GARI affiliated academic partners, Further the support given by GARI Tours as Travel partner, Official Creative Partner Sameera Artco & MICE official Partner Sri Lanka Convention Bureau. The conference committee expresses deep gratitude to the panel of reviewers for the priceless service rendered. Finally, the committee extends sincere thanks to the presenters and participants for the valuable contribution and active participation.

Conference Committee  
**GOMS 2023**

## GARI AFFILIATIONS

<< Couleur-Espace-Culture >> Association 1901 – France



Our Association aims to devote itself to the fields of art, architecture, urban planning to defend visual ecology and the harmony of colors in the environment. The different fields and domains concerned, the theoretical and methodological development as well as the practical bases of environmental projects, are at the center of the professional interest of the activities of the Association CEC Couleur-Espace-Culture.

National Digital Library and Repository – Sri Lanka



The National Library is mainly research and a reference library and it is the main library and information Centre in Sri Lanka. It intends to provide library resources as well as information to all Sri Lankans through the National Library. Powers and responsibilities of the National Library were clearly spelled out for the first time and this was a fulfillment of a long-felt need. It has become a herculean task to organize and introduce this new institution to the country and to the general public.

Jagadguru Kripalu University - India



Jagadguru Shree Kripaluji Maharaj envisioned a university that not only provides quality education but also aims at all-round personality development of the students, turning them into leaders in their chosen fields. The faculty at JKU are experts in their respective fields, with an

intense desire to teach and guide the students to success. Regular interactions with industry leaders and opportunities to be part of various conferences and seminars broaden the students' horizons.

#### Kathmandu School of Law – Nepal



Kathmandu School of Law, established in 2000 AD as an affiliate of Purbanchal University, is a community-based, non-profit academic institution that upholds its unrestrained commitment for a pragmatic, research-based and community responsive legal education in the country. It was conceptualized within the ambit of non-profit movement dedicated to serve the need of an academically sound and functionally feasible legal education in Nepal.

#### Australasian Institute of Ayurvedic Studies – Australia



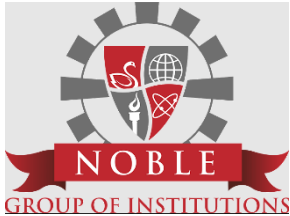
The Australasian Institute of Ayurvedic Studies is synonymous with quality and authentic education in Ayurveda. The Institute was founded in 1999 in Auckland, New Zealand and is proud to be the only training Institute in Australasia offering recognized Ayurvedic qualifications in both Australia and New Zealand.

#### International Federation for Fitness Health, Physical Education & Iron Games - Saudi Arabia



IFFPHPEIG was established in year 1995. It is one of the largest upcoming federations around the world. The Federation was established by the Honorary President Dr. Kaukab Azeem

#### Noble School of Business - India



Noble Institution will be a learning community that is focused on developing youngsters who will become leaders in an era of global competitiveness and technological advancements.

#### Vision Factory - Spain



Our company is inspired by a modern vision, driven by mission and supported by values. We have made our vision, mission and values visible here for you

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# **BARBIE MOVIE: MANSPLAINING THE BATTLE OF FEMINISM AND PATRIARCHY**

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## **ABSTRACT**

This article analyses through feminist lenses on what way the patriarchal and feminist ideologies are presented, (re-)produced and maintained in the Barbie movie that was premiered in 2023. In the movie, patriarchy is explained in a very simple manner, to which feminism acts as a counterattack. In this battle of patriarchy and feminism, the naïve solutions offered in the film ignore and undermine the real-life battles of equality and gendered violence. The parodying of patriarchal and sexist ideology is taken so far in the film that one can consider whether it unintentionally even ends up replicating and maintaining certain gendered and stereotypical considerations. The film is undoubtedly a necessary reminder to celebrate girlhood, womanhood, and pink femininity as well as the softer values. Yet it causes the harmful image of feminism being a battle that only women are entitled to join. Furthermore, Barbie movie fails to be gender-responsible with its dichotomous outdated approach in genders.

Keywords: Barbie movie, gender, feminism, patriarchy, sexism

## SCREENING TRAUMA

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### **ABSTRACT**

In Turkey, the documentary tradition and practice have a rich history deeply rooted in the country's socio-political context, cultural diversity, and artistic expression. However, mockumentary practice or genre is almost absent in Turkey. This presentation takes a closer look at the critically acclaimed artist and filmmaker, Kutluğ Ataman's mockumentary film, *Journey to the Moon* (2009). This presentation discusses that the film reveals the tensions between modernity and tradition via visiting different time periods. The traumas regarding the tensions between the center and the periphery (city and the village) and most critically the one between secular and religious tendencies/forces dealt with parodically in this film.

Key Words: Kutluğ Ataman, mockumentary, photo-book

### **INTRODUCTION**

In Turkey, the documentary tradition and practice have a rich history deeply rooted in the country's socio-political context, cultural diversity, and artistic expression. However, mockumentary practice or genre is almost absent in Turkey. A Film by Tuğra Kaftancıoğlu (Emre Akay and Hasan Yalaz: 2007), *Journey to the Moon* (Kutluğ Ataman: 2009), *The Last Amazon* (Elif Demoğlu: 2011) and *Emotional Carpet Cleaners* (2015) are some of the few existing examples. This presentation while discussing the genre of mockumentary and its absent place in Turkey's cinema, also takes a closer look at the critically

acclaimed artist and filmmaker, Kutluğ Ataman's film, *Journey to the Moon* (2009). Mockumentary is a unique form, as Craig Hight notes that "[it] draws in particular on parodic and satiric traditions," and [...] is capable of providing a complexity of forms of audience engagement, [...] involving different senses of reflexivity towards the non-fiction and hybrid forms which it appropriates" (2008, 205). As mockumentary form appropriates and mocks the documentary codes and conventions, it fundamentally questions documentary's claims to truth. Mockumentaries "foreground their fictionality; their intention is to play with, undermine or challenge documentary, rather than to seek validity through an association with the genre" (Roscoe and Hight 2001, 47). Mockumentary form requires as well as enables one to have a critical distance towards the so-called 'material,' 'objective' reality because it deploys the powers of fiction that challenge and subvert 'objective' reality by creating changed, manipulated, and distorted versions of it.

### **DISCUSSION**

The limited emergence of mockumentary form in Turkey coincides with the changes in the political sphere in Turkey. As Acemoğlu states, "some of the most reformist or even revolutionary political movements in post-1980 [coup d'etat] Turkey have come from the Islamic side, and the early AKP [Justice and Development Party] can be counted within

their ranks” (2022, XXII). During the early 2000s, at the time the government was implementing political reforms because of the EU accession talks, the Turkish public had an opportunity to discuss hitherto taboo subjects such as the expulsion of Armenians from Eastern Anatolia, Kurdish problem and LGBTIQ+ identity. In this sense, it is not accidental that the very few mockumentaries were also produced in this relatively liberal period. Mockumentary form is only possible when such traumas stop being taboo subjects and thereby allowing a parodic interpretation of Turkish cultural past which had been generally glorified very seriously mostly from nationalistic perspectives. The relative liberalization of Turkish politics opened up the space of possibilities for alternative representations including parodic ones.

Roland Barthes argues that trauma resists linguistic articulation (1978, 30); only when a necessary distance is taken from the traumatic event, it can be put into words. “[T]he traumatic event may trigger early traumatic happenings, already perhaps mingled with fantasy, and shape how the current event is experienced” (Kaplan 2005, 32). This paper argues that we, people from Turkey, are still traumatized and have no critical distance towards the traumatic historical events and issues. Thus, it can be claimed that the lack of mockumentary in Turkey’s cinema is expressive of the lack of the critical distance between the Turkish public and the traumas of the past. Ataman’s *Journey to the Moon* (2009) comes at a time when “AKP [...] was [still] a darling of Western liberalism” (Tezcür 2022, 2). “With its commitment to economic liberalization and membership in the European Union and the promise of sustainable democratic rule in a Muslim-majority country, the AKP was portrayed as a positive role model, defying the clash of civilizations paradigm and pessimism regarding

Islam’s compatibility with democracy” (Tezcür 2022, 2-3). *Journey to the Moon* depicts fictional events that allegedly took place in 1950s Turkey. It is not hard to establish a parallelism between 1950s and 2000s’s Turkey as Turkey’s European aspirations began to take shape in the 1950s with its application for associate membership in the European Economic Community (EEC). Turkey’s foreign policy in the 1950s was characterized by close alignment with the Western bloc, particularly NATO. Foremost, the 1950s marked a significant turning point in Turkey’s political history. In 1950, the Democratic Party (DP) led by Adnan Menderes came to power, ending the one-party period, the long-standing rule of the Republican People’s Party (CHP). This transition represented Turkey’s shift towards multi-party democracy. AKP, the ruling government of Turkey since 2002, had a pro-EU policy when it first came to power. EU accession negotiations formally began in 2005, marking Turkey’s continued efforts to integrate with Europe.

## CONCLUSION

*Journey to the Moon* has two intertwined footages. One of these is a photo-book in the tradition of Chris Marker’s *La Jetée* (1962) consisting of B&W photographs, which showcases the interesting turn of events in a remote Anatolian village. The story begins in 1957 when a politician’s car breaks down in this village and he takes advantage from his short stay and gives a speech to the villages to get their votes in the coming elections. In his speech, he mentions about the Russian space program and says that Russians have sent a satellite into orbit. This speech inspires a group of villagers to go to the moon. In order to realize their dream to journey to the moon, they turn the village’s minaret into a spaceship. The B&W footage ends with the characters taking off in the sky in their unique space

rocket. The other footage that takes place in the 2000s, is composed of interviews with intellectuals, academicians and scientists who comment on the story depicted in the B&W footage as if it had actually happened. These interviews intend to create an illusion of authenticity, in order to reinforce the film's documentary façade. This presentation argues that *Journey to the Moon* reveals the tensions between modernity and tradition through visiting different time periods. The traumas regarding the tensions between the center and the periphery (the city and the village) and most critically the one between secular and religious tendencies/forces—first signs of which were seen in the 1950s—dealt with parodically in this film. At the same time, the film, as a remarkable example of mockumentary, comments on and criticizes documentary form and genre.

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**“...HERE THE WHITE COLOR WOULD FIT, BUT IT IS BETTER TO USE  
YELLOW”: THE ISSUE OF HARMONY IN THE WORK OF ALKIS PIERRAKOS**

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**ABSTRACT**

The creation of a work of art is a complex procedural system that is on one hand independent but at the same time dependent on the experience of the artist, his personality and the social conditions in which he lives. The repetition of a subject in different visual ways and colors by an artist may eventually lead to the production of works in which harmony plays a primary role in the gaze of the creator and secondary in the researcher-spectator. The above are just some of the findings that have been identified through the scientific research, which is still ongoing, and concerns the study of the work of the artist Alkis Pierrakos. Through the interviews with the artist's intimate environment and the analysis of his work, the aesthetics and the harmonious use of colors can be perceived, which start from his way of thinking and then are transmitted to his canvases. Through this study it is argued that the work of art is a "logical" derivative of the creator since the composition of its colors is presented in a specific and not random way. It is a behavior that by extension is presented in the subject matter and the technique he uses to express his subjective reality and it finally becomes part of his identity that clearly presents balance and order within his chaotic brushes.

Keywords: Harmony, Pierrakos, Art, Line, Color

## STRATEGIC CSR AND STRATEGIC RESOURCES: A ROUTE TO SUSTAINABLE COMPETITIVENESS

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### ABSTRACT

In response to many calls for more research on strategic corporate social responsibility (CSR), especially in developing countries, this study investigates the effects of CSR in the hospitality industry in the context of a developing country, Egypt. Drawing upon stakeholder and resource-based theories, this study investigates the dynamic relationship between strategic CSR, strategic resources (SR), and sustainable competitiveness (SC). In addition, the effect of strategic CSR on SC was investigated through SR as an underlying mechanism. Data collected from 340 hotel managers was analysed using PLS-SEM in WarpPLS software. As hypothesised, the results revealed that strategic CSR positively affects both SR and SC. SR was also found to affect SC positively. Furthermore, the relationship between strategic CSR and SC was found to be facilitated by SR. Thus, this study provides theoretical contributions to the literature related to business outcomes of strategic CSR. Moreover, it provides practical implications that trigger the hospitality sector to undertake sustainability practices in line with the country's sustainable development plan and the SD goals issued by the United Nations.

Keywords: Strategic CSR, strategic resources (SR), sustainable competitiveness (SC), hospitality industry

## LEONARD COHEN AND THE ART OF BETRAYAL

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### **ABSTRACT**

Most recent studies of Leonard Cohen have emphasized his spiritual journey, finding sources and influences in Zen, the Jewish Bible and particularly the mysticism of the Kabbalah. Having taken the spiritual road in a previous essay, I turn in Leonard Cohen and the Art of Betrayal to the other side of the coin. Cohen did not progress from the material to the spiritual. They are in a dialogical relationship throughout his career. When examined as text most Cohen lyrics are as complex as poetry, indeed many songs were also published as poems. As I trace the theme of betrayal other aspects of his lyrics, even the ones I examine, necessarily become background. There has been an almost obsessive interest in Cohen's personal life. I touch on it briefly, but emphasize Cohen's literary background. Cohen took great pains to separate his lyrics from an incident of origin. Most follow patterns set in the Romantic tradition, the confessional and dramatic lyric, the fragment, the dramatic monologue. The I who sings is a character, not the I who wrote the song. I trace the theme of betrayal, whether deliberate or circumstantial from divisions of the self, through his treatment of relationships (eros is his principal theme), through the betrayals of institutions, and finally his version of the perpetual Jewish quarrel with God.

Key words: Leonard Cohen, song lyrics, betrayal, eros, Romanticism, Judaism

## AFRICA TO THE TEST OF DIGITAL DIPLOMACY

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*Togo*

### **ABSTRACT**

As the world continues to evolve rapidly under the influence of technology, several shifts are being witnessed in almost all fields of study and sectors of activity. Among the disciplines that have tangibly been impacted by digital technologies figures diplomacy, which has experienced more practical disruptions, especially since the advent of the Covid-19 pandemic. The latter imposed on humans and institutions a greater use of digital technologies to keep in touch and foster continuity of operations. Though a great number of countries have successfully incorporated these technologies in their practice of diplomacy, it is essential to note that many African countries still struggle with the enforcement of digital diplomacy due to several reasons. Thus, this work ponders on the African diplomatic system in relation to the use of digital technologies, in a bid to identify some major impediments to effective digital diplomacy and highlight the need for African countries to move towards a better inclusion of digital technologies in their diplomatic endeavors. In a context long dominated by human rights violations and little access to certain basic freedoms, digital diplomacy constitutes a daunting task for many African political leaders who have lost the trust needed from their people. In this regard, it appears that Africa is still at an experimental stage as far as digital diplomacy is concerned.

Keywords: Africa, Politics, Diplomacy, Leadership

# **MOBILE TECHNOLOGIES AS A SIGNIFICANT TOOL FOR EFFECTIVE LEARNING AMONG LIBRARY AND INFORMATION SCIENCE STUDENT IN SOUTH-WEST, NIGERIA**

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*College of Education Information Technology*

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## **ABSTRACT**

This study investigates the significant effect of mobile technologies for effective learning among Library and Information Science students in south west Nigerian. This study adopts descriptive research design of survey type. The target population for this study comprises of Library and Information Science students in all tertiary institutions offering Library Science as a course in south west Nigeria. A self-structured questioner was designed and administered to collect data, a multi stage sampling procedures was used to select 2294 respondent. The administered questioners were analyzed using frequency simple percentage, mean, standard deviation. Four research questions and one hypothesis were tested at 0.05 level of significant. The study finding reveals that there is high level use of mobile technologies like: mobile phones, laptops, tablets among LIS students. The major purpose of using this technology is for socializing and carrying out course related assignment. Mobile technologies are used because it appeals to both sense of sight and hearing, there is no significant difference in the gender use of mobile technology. Finally, recommendation was made base on the findings.

Key Words: ICT (Information and Communication Technology), Mobile Technologies, Teaching and Learning

## MUSIC AND WOMAN IN ANCIENT SRI LANKA – A HISTORICAL REVIEW

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### **ABSTRACT**

For the existence of the world men and women have also contributed to it. The contribution made by these two parties to music which is an enjoyable situation created by the sound organization, has taken a different form from society to society based on the prevailing attitudes of each society. What emerged there is a way in which the social attitudes towards Indian women have also affected Sri Lankan women. Object of this article is to conduct investigative research on the contribution of Sri Lankan women to musical activities and the attitude background of the society. In order to find the information in this qualitative research, the information mentioned in historical books, inscriptions, paintings, sculptures, engravings, etc. sources were used, and it is expected to use the research given in this regard and ask the options of the scholars. The issues raised here are how Sri Lankan women contributed to music practice and what were the attitudes of the society towards it. In Eastern countries, male dominated societies were formed, and it was seen that women were not given equal status. In subjects such as music, although only men and women are skilled in those activities it is seen that the contribution of women has been limited. The concept of feminism arose in the world to protest the oppression of men against women by arguing that women are humiliated by virtues and to adopt an alternative for it, and it started to be used in the late 19th century. It seems that the contributions received from both parties in Sri Lanka have equally affected the creation and enjoyment of music, and there is no division between men and women in listening to music. Both sides have shown a co-creative flair for it and are gender neutral in their enjoyment.

Key Words; music, men, women, equality, social attitudes

# **CURRICULUM CONTENT FOR DIGITAL SCHOLARSHIP IN LIBRARY AND INFORMATION SCIENCE SCHOOLS IN SOUTH AFRICA**

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## **ABSTRACT**

Dynamics in the library and information science (LIS) job market brought about by the fourth industrial revolution, including digital scholarship, calls for LIS schools to reconsider their curricula in line with the job market. This study explored the curriculum content for digital scholarship of LIS professionals on digital scholarship in the LIS curriculum in South Africa. Concepts from two frameworks on curriculum development and the Gap Model Service Quality were used as conceptual underpinnings for this study. This study used the qualitative research approach through the adoption of a multiple case study method. Content analysis was used to collect data from the LIS school's course outlines and semi-structured interviews were used to collect data from the five LIS schools' Heads of Departments (HoD's) and five lecturers teaching digital scholarship. The data collected were analyzed thematically using ATLAS.ti 9. The study showed that most LIS schools were not offering content on digital scholarship due to a lack of relevant 4IR infrastructure and the available workforce to offer such education. The study revealed that the LIS schools that were teaching digital scholarship lacked the practical component. Academics indicated that a shortage of literature on digital scholarship led to a poor infusion of the concept in the curriculum. It was discovered that the LIS school failed to consult with relevant stakeholders when developing the curriculum. This study recommended that LIS schools should develop a curriculum that accommodates the current trends in digital scholarship. The study recommended that the LIS schools should procure the 4IR infrastructure relevant to digital scholarship. Capacity-building workshops should be offered to academics to develop knowledge and skills in this area. Consultation-relevant stakeholders such as LIS practitioners, interdisciplinary fields, and the Department of Higher Education and Technology on digital scholarship were identified as the strategy that can help improve the LIS curriculum.

**Keywords:** Digital scholarship, academic libraries, LIS education, LIS job market, Fourth Industrial Revolution

# **A CALL FOR A CHANGE OF FOCUS IN INDIA'S FDI POLICIES: LESSONS FROM THE RECENT ECONOMIC CRISIS IN SRI LANKA**

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*Sri Lanka*

## **ABSTRACT**

Increasing neo-liberalization of national economies during the last three decades has established global interdependency as the norm of national economic success, compelling the countries to believe in foreign capital, foreign know-how and foreign markets when driving their nations forward. However, the recent economic crises, similar to what was observed in Sri Lanka, questioned the outward focus economic policies which led to the recession of almost all the national currencies against a ramping Dollar that was predicted to reach its highest growth since 1997 in 2022. Citing these developments, critics argue that the foreign direct investments (FDIs) have failed to build sustainable and resilient national economies and urge individual countries to look inward in their economic policymaking. For instance, most of the Asian countries like India and Sri Lanka who are blessed with a rich sphere of traditional knowledge and practices tend to overlook their centrality in economic development, thereby threatening the small-scale entrepreneurs and local innovators who rely on them. As critics highlight, the Indian government is flagging in supporting litigations in areas like bio-piracy as it would negatively impact the FDIs which have exploited Indians' collective intellectual property rights. Existing research concerning FDIs has primarily focused on the importance of strengthening intellectual property rights to attract foreign investors, creating a lacuna in understanding its role in safeguarding small scale businesses, as well as in controlling the adverse impacts of FDIs. In light of that, the present study has reviewed India's recent bilateral and multilateral investment treaties and policies to understand the direction of their approach towards FDIs. To that end, this study has reviewed India's Consolidated FDI Policy (2020), and recent bilateral and partnership agreements during the last decade, while drawing from recent case studies, reports and news bulletins that concern the above. It also utilised Sri Lanka's economic crisis as a case study to realise the adverse impacts of heavily relying on FDIs which makes it challenging to nurture a home-grown economic culture. Through its data analysis, the present study observes that India favours a classical approach to foreign investments which supports an outward focused FDI policy, thereby fostering an unhealthy economic environment that threatens the survival of small and traditional entrepreneurs, while opening doors for the exploitation of its traditional knowledge and practices in the hands of the foreign investors. Therefore, this study discusses how the incorporation of intellectual property rights like patents, traditional knowledge and unfair competition into the regime of FDIs may help India, whose reliance on foreign investments has grown exponentially over the last two decades, to realise and promote a more self-reliant and home-grown economic policy. Furthermore, it also elaborates how the Sri Lankan economic crisis becomes exemplary in envisioning a sustainable economy for not only its big brother, India, but also for other countries in the South Asian region. Finally, it examines how such developments in the Indian economy become central to redefine the economic future of South Asia, considering India's overarching influence on the region and on the individual neighbouring countries who are also developing nations with fast growing economies.

Key words: Foreign direct investments, intellectual property laws, Sri Lankan economic crisis, India

# **THE MAGIC BULLET IN AFRICA: EXPLORING AN ALTERNATIVE THEORETICAL MODEL**

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## **ABSTRACT**

The Magic Bullet theory was a popular media effect theory that defined the power of the mass media in altering beliefs and perceptions of its audiences. However, following the People's Choice study, the theory was said to have been disproved and was supplanted by the Two-Step Flow Theory. This paper examines the relevance of the Magic Bullet theory in Africa and establishes whether it is still relevant in Africa's media spaces and societies. Using selected cases on the continent, it adopts a grounded theory approach and explores a new theoretical model that attempts to enforce an argument that the Two-Step Flow theory though important and valid was ill-conceived as a direct replacement to the Magic Bullet theory.

**A FRAMEWORK FOR RESTORING A(MISSING) LINK BETWEEN LIS  
SCHOOLS AND LIS MARKET TO ENHANCE EMPLOYABILITY OF LIS  
GRADUATES IN SOUTH AFRICA**

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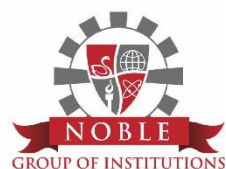
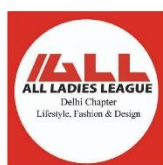
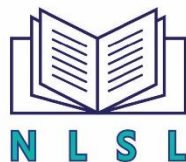
*South Africa*

**ABSTRACT**

Employability of graduates depends on a strong link between the demand (by job market) and supply of graduates (by the institutions of higher learning) to the market needs. It appears as if the LIS schools and LIS job market which consists of “Galleries, Libraries, Archives, and Museums (GLAM) in South Africa work in silos, resulting in mismatch between demand and supply of LIS graduates. This mismatch between demand and supply of LIS graduates’ impact on the quality-of-service delivery in GLAM. Therefore, the study aims to propose a framework that may be used to restore a (missing) link between LIS schools and LIS job market to enhance employability of LIS graduates in South Africa. This qualitative study will depend on the literature review to conduct this study. Thematic analysis will be used will be used to analyses data. The study will make some recommendations based on the findings of the study by proposing a framework that may be used to restore a (missing) link between LIS schools and Galleries, Libraries, Archives, and Museums (GLAM) in order to enhance employability of LIS graduates in South Africa.

Key words: Graduates employability, LIS graduates, LIS market, LIS Schools, South Africa

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