

Emerging Trends in LIS Research and Ethics

Book of Papers

Edited by

Rhoda R. Bharucha



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Rhoda Bharucha

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Preface

Each year ADINET celebrates the birth anniversary of Dr. S. R. Ranganathan, who is known as the Father of Library & Information Science in India and also an as educator, mathematician and a philosopher. As a part of the celebration, a Seminar is held by ADINET on a current topic. This year the seminar topic is “**Emerging Trends in LIS Research and Ethics**”.

This year instead of the usual paper presentations, three Panel Discussions have been organised. Panel Discussions are on three topics.

The focus of the **first panel** discussion is on **Research in LIS**. The importance of research in any field is well known. Research helps us to understand and expand our knowledge of the subject. Breakthroughs in different fields have been possible mainly due to research. Owing to introduction of ICT in the library science field the scope and range of research has increased considerably.

The panel members have discussed various aspects of research. Details have been given right from the selection of the subject to the need for preparing a proper questionnaire. The open source applications and some of the hundred of research tools available on the internet have been highlighted. Research done in India as revealed by Shodganga, has been covered. The different topics on which research needs to be done have been given. Research trends both in India and the world have been highlighted.

The discussion for the **second panel** was on **Library Ethics**. Ethics is the main backbone required to sustain any profession. It is extremely important to inculcate professional ethics in the younger generation. This has now become very

essential due to the availability of various ICT tools which can be used indiscriminately. Professional identity, which has become crucial, can be shaped by ethics. Librarians need an ethical framework to check their values. Again in our day to day work, we face situations which require us to make choices and in many cases ethics helps us to take proper decisions.

The panel members covered various topics pertaining to ethics. Several definitions of ethics and ethical behaviour have been given. In the absence of an Indian Code of Ethics, many meaningful and important Ethical Guidelines have been listed. Again the importance of ethics in higher education has been highlighted.

The members of the **third panel** discussed **Women's Contribution to Librarianship**. Over the years women's contribution to librarianship has been very significant. Unfortunately this contribution has not been documented. However the number of women librarians in senior leadership roles has increased only to a small percentage. There are many issues which they face. Factors such as mobility, career interruptions, and lack of advanced degrees have been identified as limitations to career growth.

It is essential to focus on the issues faced by women librarians, especially in India, since they represent a large percentage of library professionals. As the issues that affect the career progress of women are indeed real and very challenging, it is essential to discuss ways and means of empowering them. The contribution of some eminent female librarians have been covered. The need for women to excel has been dealt in detail, together with the importance of integrating their professional and personal competencies.

Innovative Researches in LIS: What Shodhganga Reveals

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Introduction

Libraries are the epicentres of an Academic Institutions for the research and information needs. Libraries in a region act as catalyst for peoples' thirst for knowledge acquisition. Even Public libraries are called Peoples' University because of its pivotal role to cater to the different requirements of heterogeneous users. Use of ICT based services in the library coupled with the seamless access to Internet resources has forced library to expand its horizon by leveraging the latest trends in ICT. Modernisation of the library started with the Library Automation which leads to need for creation of own content by retrospective digitization of the library collections, which are permitted under the law. Library Research is always focused to evolve the new models in library for providing hybrid services to the users. The first thesis part of the research work in LIS was awarded in 1957 at University of Delhi on the subject '*Faceted Classification on Agriculture*'. About 20 years, thereafter, the research was in very slow pace in LIS till 1977. Between the years 1957 and 2008, 802 theses were awarded ^[1]. As of now, about 125 Universities are offering Ph D program in Library and Information Science in India.

Digital Preservation of Theses in the Nation

"Shodhganga" (SG) is a National repository of electronic theses and dissertations with fulltext content based on UGC notification, designed and maintained by INFLIBNET Centre, Gandhinagar, Guajrat. As per the UGC Notification (Minimum Standards & Procedure for Award of M.Phil. / Ph.D Degree, Regulation, 2009) dated 1st June 2009, it mandates

submission of electronic version of theses and dissertations by the researchers in universities within 30 days of award of the PhD aiming at facilitating open access to Indian theses and dissertations to the academic community world-wide⁽³⁾. Accordingly, Universities have started uploading soft copies of theses into Shodhganga. In this paper, an attempt is made to analyse about 807 theses from 61 Universities which are uploaded into Shodhganga between 2010 and 2016. It is noted that another 1000 theses are awarded between 1950 – 2010, out of which many of the theses are yet to be digitized and yet to be uploaded into Shodhganga⁽²⁾

Subjects and Areas of Research

In many of the Universities, LIS research is done as case studies, depending on the services rendered by various categories of the libraries such as University Library, Academic Library, Public Library, College Library, etc. The analysis shows that total 105 researches had been conducted on College Libraries and 58 research were conducted on University Libraries, 51 titles are available on Public Libraries and 25 titles on Academic Libraries. Following pie chart gives the distribution in various Libraries.

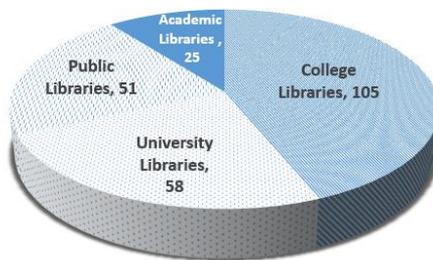


Fig-1: LIS Research in Different Libraries from Shodhganga

The researchers tend to limit the investigation to quantitative studies such as questionnaire, interview, Performa, survey etc. The research trends in Shodhganga is broadly centered around few common research topics such as Bibliometric analysis, communication channel, automation and networking, scientometric study, General theory of subject indexing language, Conservation and Preservation Techniques,

job satisfaction of Librarian, total quality management (TQM), Reading habit of users, natural language processing, user satisfaction, application of information and communication technology (ICT), growth of research productivity, LIS Education, Library Management, Resource sharing in Networking, Public Libraries, College Libraries, Special Libraries, information seeking behaviour, etc.

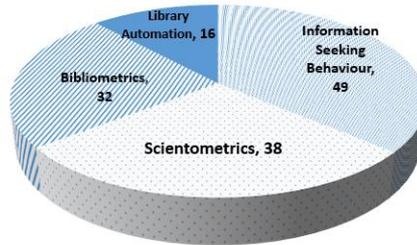


Fig-2 LIS Research in Major Subjects from SG

The research is not restricted to conventional research topics but also included some of the latest technologies used in libraries such as Web 2.0 applications in library, MARC 21, Dublin Core, Library 2.0 RFID, semantic search, knowledge discovery, analysis using Zipf's law etc. There are many new models emerged in the library domain such as consortia, connectivity, resource sharing etc. Research is also noted in this area to analyse the impact of such models in libraries which include UGC Infonet consortium, use of open source software, Union catalogue,

Conclusion

The results from Shodhganga indicates that the main areas of research in emerging trends in LIS Research & Ethics are not focussing on one specific area, but contains all topics of LIS like surveys on different types of libraries, technologies implemented on various libraries, new trends in research of Library and Information Science etc. The current findings suggest vast coverage of different LIS fields from Shodhganga Repository particularly LIS research and ethics has various characteristics in the additional context of ICT implication and new trends. The finding may reflect a tendency of Indian Researchers' growing interest towards study of different types of libraries and their user's behaviour. This leads to recommendations to diversify research

on more and more LIS topics to work on new services and new requirements of user's needs in Libraries. Further study can be conducted within a few years to trace future possible changes and trends in information literacy trends and research when Shodhganga includes all these of Library Science.

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Everything you need for better future and success has already been written. And guess what? All you have to do is go to the library.

Henri Frederic Amiel

A library is not a luxury but one of the necessities of life.

Henry Ward Beecher

Current Trends in LIS Research: Researching Digital Content

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Introduction

The launching of the Digital India Program- A program to transform India into a digital empowered society and knowledge economy, by the Government of India has given impetus to the growth of digital content in India. Of the four points stated in the vision statement of Digital India 'digital empowerment of citizens' encompassing making all digital resources universally accessible, including resources in Indian languages. We are now on the way to the creation of a Knowledge Society with better rural and urban representation. Digital government initiatives are in full swing with work in progress in four phases: Digitization, Transformation, Engagement and Contextualization reflected in the broad themes of the ICEGOV Conference to be held in India in March 2017 with its broad theme on 'Building Knowledge Societies: From Digital Government to Digital Empowerment.

India has the second highest number of internet users as per statistics with 462 million internet users(www.InternetLiveStats.com).A whopping 235 million users are accessing internet through mobile devices with the growth in internet users seen both in rural and urban parts of India (Deloitte Report, 2015). Smartphone penetration in India is expected to grow to 520 million by 2020, making India one of the largest smart phone

economies in the world. Broadband penetration will increase from 14% today to 40% by 2020 (EY Report 2016) making it possible to access digital content with speed and ease.

Digital content comprises of text, images, documents, e-files, audio, video, 3D models, wepages, maps, datasets, big data, computer generated microfiche and various other forms of digital information across variety of domains.

The EY (Ernst and Young) 2016 Report on 'Future of Digital Content Consumption in India' and the Deloitte report on 'Digital Media: Rise of On-demand content' 2016 have predicted a few of the following trends for the growth and access to digital content:

- Increase in content for Individual
- Omniplatform content consumption (For digital content it is - Smartphone, tablet and desktop in that order)
- The changing face of the rural consumers – access to multilingual content is set to rise in this segment (from 33% to 55% by 2020)
- Growth in the earning population (over 25 years of age)
- Community enablement- content for specific communities
- Increase in digital gaming
- Increase for on-demand content

So what will be the contribution of Library and Information Science towards this Knowledge Society? We could state that historically we have been termed as 'knowledge repositories' and have always played a pivotal role in being at the forefront of creating knowledge societies.

In this scenario, we are now entering into a realm of LIS research in many new areas pertaining to digital content, as more print (digitized) and born digital content enters the digital domain. Existing research on research in LIS indicates that in areas such as repository creations, survey of repositories, automation, creating digital libraries there are case studies of various libraries and their collections including information seeking behavior in this digital environment.

LIS Research

LIS research has been defined as "the information seeking of individuals and groups, the factors that generate this activity, as well as various arrangements and conditions that support the information seeking and provide access to information" (Rochester and Vakkari, 2003).

According to BAILER (British Association for Information and Library Education and Research), the role of research in LIS is:

- To advance professional knowledge
- To increase understanding of the information society
- To underpin the development of the information society
- To analyse the potential benefits for society
- To enable practitioners to relate more effectively to the working environment
- To provide practitioners with direction and guidance

- To promote the progress of the profession

A survey of related literature indicates that that applied research, by which formal methods of inquiry are used to resolve practical issues; predominates the profession of LIS. A problem arises from the fact that such applied research frequently takes the form of action research (Turner, 2002). Action research identifies problems in a specific setting and suggests strategies to deal with those problems (Busha and Harter, 1980, pp. 7-8). There are many studies undertaken as in-house research, in particular, which tends to be non-cumulative and descriptive reporting with subsequent limited relevance beyond its original setting, and this fragmentation reduces the capacity of research to illuminate widely-applicable trends (Turner, 2002).

A summary of some problems in LIS research in India as investigated by studies (Singh & Babbar, 2014; Mittal, 2011; Satija, 2010; Chandrashekara M. & Ramesha B, 2009) are:

- Repetitive areas of research
- Ghost writing
- Outsourcing of data processing
- Plagiarism
- Data falsification
- Lack of theoretical research

Digging deeper into digital content

Indian libraries and information centers are at a threshold of new areas of discovery and investigation. Some major initiatives like the Digital

library of India, National digital library of India, National Mission for Manuscripts (NMM), Indira Gandhi National Centre for Arts, National library of India, etc. are actively creating and adding digital content. As part of its e-governance initiative, Government of India is adding digital content and making available governmental information through websites such as India Portal, Census India, India Stat and various other websites/ portals offering a plethora of information hidden among their countless webpages. Digital content is also pouring in from academic institutions through their repositories with institutions like Information Library Network (INFLIBNET) with its Shodhganga, Shodhgangotri and other activities and National Informatics Center (NICNET). Newer developments in open access such as open educational resources are further adding to the corpus of digital content available to students and educators.

The Working Group on Libraries for the National Knowledge Commission, India (2007) has identified the following areas for immediate research and development focusing on digital libraries and multilingual digital content retrieval.

- Cross-language information retrieval, with an emphasis on information in Indian languages;
- Vocabulary control over Indian subjects developed in terms of multi-lingual thesauri and subject-heading lists
- Development of open source software
- Development of Digital Libraries, both in English and Indian languages;

- Technical standards for Indian scripts and search engines which can implement algorithms for Indian languages;
- Development of appropriate standards

As many other organizations put their collections into this digital domain we are looking at countless treasures reaching the users through digital access. Thus we will be looking at a need for studies which will focus on some of the following areas:

- Identifying Digital content (especially for digitization)-the broad area of digitization including standards, formats, economics and technology
- Digital Content creation- Born digital content creation
- Building Digital Collections- multiple formats, multiple languages, multiple access points/platforms
- Accessing Digital Content – Metadata harvesting of this digital content and standards
- Digital Preservation: Digital preservation is the active management of digital content over time to ensure ongoing access. It is a vast area requiring in-depth technical understanding, and requires a national strategy to collect, preserve and make available significant digital content for current and future generations. DeiTty (Government of India) in a step towards this direction has undertaken the 'National Study Report on Digital Preservation Requirements of India' and establishing the 'Centre of Excellence for Digital Preservation" at C-DAC, Pune and C-DAC, Noida. A lot can be learned from the ongoing

digital preservation projects which are undergoing in many institutions.

- Digital Scholarship and communication: Digital scholarship is often composed of works that are born digital, multimedia, database technology-based, research and analysis of other born digital material, digital text and images, digital music or art, and data sets.
- Digital curation: Digital curation involves maintaining, preserving and adding value to digital research data throughout its lifecycle. (<http://www.dcc.ac.uk/digital-curation/what-digital-curation/>)
- Digital Content Policy studies
- Big Data: Big data is characterized by three Vs: Volume, Velocity, and Variety. Because of its prevalence and potential impacts, librarians need to know the basics of big data and how it affects academic research. Librarians in all disciplines will need to be aware of how big data is used and where it can be found and how it will affect the library collections.
- Internet of Things: The simplest definition of the Internet of Things (IoT) might be: real-world objects connected to the Internet, sending and receiving data. The OCLC online survey of librarians in 2014 gives an idea that librarians

The above mentioned areas are an indication of research which can be undertaken and are not comprehensive. Each broad area has further scope for specializations.

Digitization has made it possible for libraries to offer access to scholars to conduct research of their special digitize collections. The western model of offering short/long term scholarships by libraries to study and undertake research on their collections can be offered.

Conclusion

There is an urgent need for collaboration and expertise by Indian researchers. Working with people from different disciplines adds value and global dimensions to the LIS research. There are many avenues to collaborate like connecting through social media such as LinkedIn, Facebook, Twitter, Blogs,; by attending conferences, seminars and workshops and participating in national and international networks like LISLinks and International Librarians Network (ILN) respectively.

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Importance of Problem Selection and Questionnaire in Research Work

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Introduction

Research in common parlance refers to a search for knowledge. Research is simply an activity which intensely focuses on discovering new things from the old and existing phenomenon. Moreover, it is a kind of serious, dedicated, and sincere activity in pursuit of some interesting finding for the sake of discovering new knowledge, developing products and services, and every possible development in all walks of life. Research is defined in different ways by various exponents of research methodology therefore it is not easy to choose one. Research is a process that includes the components for collective inquiry, research design, methodology, data collection and analysis, concluding with the communication of the findings. Library and Information Science (LIS) has emerged, not only as a profession and the educational programme that supports it, but also as a research discipline. Research is needed to create new knowledge and thereby contribute to the growth of LIS as a profession, and is an occupation grounded in techniques, routine and common sense. The LIS professionals are usually involved in the process of information retrieval, either at the stage of research design or for the interpretation of results.

Selecting the Research Problem

In research process, the first and foremost step happens to be that of selecting and properly defining the problem. A researcher must find the problem and formulate it so that it becomes the subject of research. A research problem, in general, refers to some difficulty which a researcher experiences in the context of either a theoretical or practical situation and wants to obtain a solution for the same. The research problem undertaken for study must be carefully selected. The task is a difficult

one, although it may not appear to be so. Help may be taken from a research guide in this connection. Nevertheless, every researcher must find out his own salvation for research problems cannot be borrowed. A problem must spring from the researcher's mind like a plant springing from its own seed. The level of research or learning many times decide the selection of the problem. Research problems are selected at Master's Degree level, M.Phil. and Ph.D. levels and it is obvious that the levels of learning at these stages are different and, therefore, demand different treatments to research problems. Usually the problem selected at initial stages such as master's degree level constitutes an exploratory or a learning process. At the next stage such as M.Phil. Level, it aims at the consolidation and improvement in the earlier research efforts. At the Ph.D. level, it may aim at masterly application of advanced research methods and seeks to make significant application to advance the existing knowledge. Another important thing is the interest and inclinations. Interest and inclination must be matched by competence before one can decide on area of research.

Cochran and Cox suggest that the prospective researcher should put the following questions and select the problem for research:

1. Does the field appeal to my interest?
 - a. Is the interest purely intellectual?
 - b. Is the interest present because of reward of pecuniary returns, probability in advancement in position and increased authority?
2. Will the results be of practical or utilitarian significance?
3. Does the field present gaps in verified knowledge which need to be filled?
4. Does the field require reworking or recasting?
5. Does the field permit extension of enquiry beyond the present limits of verified knowledge?
6. Is the field pivotal or strategic from the standpoint of immediate purposes which the results of the proposed investigation are to be fulfilled?

Characteristics of a Good Questionnaire

While constructing a good questionnaire the following characteristics may be kept in mind.

1. It deals with a significant topic, one the respondent will recognize as important enough to warrant spending his time on.
2. It seeks only that information which cannot be obtained from other sources.
3. It is as short as possible, only long enough to get the essential data.
4. It is attractive in appearance, neatly arranged and beautifully printed.
5. Directions are clear and complete, important terms are defined, each question deals with a single idea, all questions are worded as simply and as clearly as possible.
6. The questions are objective, with no leading suggestions as to the responses desired.
7. Questions are presented in good psychological order, proceeding from general to specific responses.
8. It is easy to tabulate and interpret.

Conclusion

Each and every step of research work is important. In research work problem selection is the main factor and so is research methodology. With reference to research subject, literature search and reading are very important. History of the problem selected is known by review of literature. So with specific understanding and in right direction you can reach your goal of research work. At the time of problem selection there must be clear understanding of area, group, and sampling, so that research work can be easily done. Questionnaire is being utilized as a tool for data collection. Questionnaire has to be prepared with important point to be kept in mind with intention to arrive at finding of the Importance of problem selection and questionnaire in research work. At the time of preparing questionnaire all important information must be collected from responder. While preparing questionnaire maximum use

of observation and interview method should be done. Questionnaire preparation is an art by which research related data can be collected and by which we can arrive at sure findings.

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That perfect tranquillity of life, which is nowhere to be found

but in retreat, a faithful friend and a good library.

Aphra Behn

Research Trends in Library and Information Science in India and World

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Introduction

The field of Library and Information Science is the combination of Library Science and Information Science where the radical shift has been witnessed due to the expansion of information technology. Initially, the field was only confined to librarianship and information science research; however, of late, it has started influencing the researchers of other disciplines. Moreover, research has shown that the field has grown more interdisciplinary in nature by the inclusion of researchers from subjects like Computer Science, Management, Humanities, and Law. In this interesting time, a study on trends in library and information science research will provide a better way to understand the past, present, and also get direction for LIS future research. Thus, the systematic dissection of literature in Library and Information Science can help to understand the trending topics in LIS (both the current topics and the topics trended in the past). Also, this analysis provides insight into the evolution of the research topic in the LIS fields.

The present study used two methods to analyze the library and information science research trends in India. One, we reviewed the existing literature published on LIS research trends, which were used in the Ph.D. dissertation and submitted in between 1950-2012. Second, we inspected the journal articles (written against Indian background) published in popular library science journals. The three journals which have been selected for the study are the most prominent journals in context to Indian LIS research. The names of the journals are *Annals of Library and Information Studies*, *DESIDOC Journal of Library and Information Technology*, and *SRELS Journal of Information*

Management. To understand the LIS research trends in the world, we investigated previous studies done by researchers on the subjects. The finding of those studies is represented in a table for discussion. The work also uses the co-occurrence analysis of title word to find out the current research trends by analyzing above mentioned three Indian journals and top ten LIS journals ranked by Google Scholar. The review also made a comparison between research published in India and the world to understand the difference and similarities in research trends.

Research Trends in India by examining Ph.D. Dissertations

Till 2012, 1754 Ph.D.theses have been submitted in Library and Information Science (Singh & Babbar,2014). The doctoral thesis in any subject was considered one of the original contributions to the growth of the subject. A good number of researchers have used doctoral thesis to examine the research trends. In Table.1 three studies have been listed and their findings on the top subject area in LIS. The study was done by

1. R Lahiri (1996) investigated Ph.D. dissertations submitted in between 1950-1995.
2. Shivalingaihet. al (2009) used Ph.D. dissertations submitted in between 1980-2007.
3. Singh and Babbar (2012) used Ph.D. dissertations submitted in between 1950-2012

Table.1 Subject Trends in LIS by using Ph.D. Thesis

1950-95	1980-2007	1950-2012
User studies, Information Needs	Bibliometric/Citation study	Bibliometric/Scientometric/We bometrics
Academic Libraries	User Studies/Survey	Library Personnel
Indexing Cataloguing, Classification	Library Automation/IT/DL	Information Seeking Behaviour

Information Sources	Library Management/Administration	Information Services
Bibliometric/Citation study	HRD/Personnel (Job Satisfaction, Attitude)	Information needs
Public Library	Collection Development	Library studies
Library Movement and Legislation	Librarianship (Education, legislation)	Electronic Resources
Special Library and Information Center	Information System/Design	IT application in libraries

The table shows that earlier research concentrated on traditional/core topics such as Classification, Indexing, Cataloging, User Studies, Library Legislation, but later from 1980 to 2000 the focus was shifted to Bibliometrics, Library Automation, Library Management, Information System. That was also the period when computers entered into the library field through library automation and information system design. In our research, we have found that the subject of Bibliometrics dominates the current research. Nevertheless, subjects like Electronic Resources, Information Seeking Behaviour and study on IT application in libraries are also the current trend.

In an investigation by Singh and Babbar (2014) to understand the emerging thrust area in LIS, they have found a list of emerging research areas. The emerging areas were (1) IT application in libraries (2) Electronic Resources (3) Library Network and Consortia (4) Digital Library/Institutional repositories (5) Library Software.

Another way to finding the current trends and understand the evolution of LIS research is by analyzing the journal articles. The table given below depicts the result of analysis of journal articles in *SRELS Journal of Information Management* in between 1964-2015. This result shows that the early decade Classification, Cataloguing, Indexing, Training,

Document Retrieval are major subject terms. Later in between 1981-2000, the new research front was found to be Bibliometric Study, Collection Development, and Librarianship Research. In the last decade, information technology plays a major role in LIS research. Now, the major research areas are Electronic Resources, Digital Library, Information Technology Application apart from Bibliometric/Scientometric Research. However, Bibliometric/Scientometric Research has dominated since last 30 years in LIS research.

Table 2: Topics in SRELS Journal of Information Management

1964-1980	1981-2000	2000-2015
Classification	Classification	Bibliometric/Scientometric
Information Science	Information Retrieval	Electronic Resource/Journals
Indexing	Librarianship	Digital library/Preservation
Document Retrieval	Bibliometric Study	Classification
Training	Collection Development	Information Technology
Cataloguing	Public library	Information Seeking

To understand the research trends in last ten years, we use the co-occurrence analysis of title word. Following were the journals included in the study(1) *Annals of library and information studies* (2)*DESIDOC Journal of Library and information technology*(3) *SRELS Journal of Information Management*. The result from the co-occurrence analysis is depicted as below

Figure: Subject Trends in Indian Journals

outline the decade wise growth of LIS research. The review summarizes below the journal articles as instruments to examine the research trends. The journals selected for these studies were from top LIS journal categories by JCR (Journal Citation Report) according to their Impact Factors. The results exhibited in the table were taken from the following listed study.

1. Järvelin, K., & Vakkari, P. (1993), The study period is 1965–1985
2. Buttlar, L. (1991). The study period is 1987-89
3. Blessinger, K., & Frasier, M. (2007). The study period is 1994–2004
4. Chang et., al (2015). The study period is 2005-14

Table 3: Subject Trends in International LIS through different timezone

1965-1985	1987-1989	1994-2004	2005-2014
Classification and Indexing	Cataloging	Cataloging	Bibliometrics
Information Retrieval	Automation	User Studies	Electronic Resources
Collection	Management/Personnel	Internet	Information Retrieval
Library Profession	Library and Information Science Education	Serial	Internet Technology
LIS Education	Collection Management	Librarianship	Periodical/Scholarly Publication

The above table portrays a similar story of the evolution of topics in Library and Information Science as India. 1960-80 was the time when many research publications were about issues like Classification, Indexing, Information Retrieval and Librarianship. The research on cataloging was prevalent in between 1980-2000 as there were many advancements in cataloging such as ISBD, AACR, MARC, and DC standard. In the period 1980-90 research done was on Automation, Library Management and Library Education. Whereas in the next

Conclusion

Exploring the research trends in LIS always provides interesting insight into this area. This study identified “Bibliometrics” and its allied subjects like Citation Analysis, Webometrics, Research Productivity as essential subjects to study in LIS. The other research areas are Electronic Resources, Digital Library, Information Seeking and Librarianship. Open Access will also stay for a long period in the near future. Mobile technology, Cloud computing, Social Networks, Ontology are the new research areas which have evolved and may become the main areas in LIS research. The results show that LIS research is now more inclined towards the information science area and in future, we will find more interdisciplinary nature of LIS research.

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Introduction to the Research Tools for LIS Professionals

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Abstract : *This paper provides an overview of some of the open source applications which will be useful for carrying out research work. These tools help researchers to save their time by using appropriate tools for specific purpose.*

Key Words : *Research tools , Open source applications, Citation management, Book marking, Data collaboration, Data curation.*

Introduction

Research is a mechanism for the continuous development of any discipline. It empowers a discipline with the ability to utilize the knowledge generated in other disciplines. Research in Library and Information Science (LIS) is a prime activity and without research no new advancement is ensured in this field. LIS research helps in determining the problems that affect the development of LIS profession. In India, the trends in LIS research have been traced back to the year of 1924 when Dr S.R. Ranganathan laid down the foundation of research with his pioneering efforts. His crucial contribution to the different facets of LIS enriched the discipline and transformed it from arts to science. University of Delhi was the first university in the entire commonwealth nation to start the doctoral programme leading to Ph.D. in Library Science in 1951. Dr. D. B. Krishna Rao was the first awardee in 1958 from University of Delhi, under the guidance of Dr. S. R. Ranganathan, for the topic “**Facet Analysis and Depth Classification**”. It took almost 19 years after the first Ph.D to the second Ph.D. degree in Library Science. The second degree was awarded to Dr. Pandey by Punjab

University in 1977. He received the degree under the supervision of Dr. J. S. Sharma. His topic was, “**Expansion and Modification of D.D.C. (18) for classifying Indological books with special reference to Indian Philosophy and Indian Religion**”. University of Delhi has set another benchmark by starting the M.Phil program in LIS in the year of 1976. There are 11 universities in the country which offer both M.Phil and Ph.D. programme, where as 37 universities are offering only Ph.D. Programme. Thus 48 universities in all offer Ph.D. Programme. Kota and YCMOU open universities offer Ph.D. under correspondence system.. So far only one D.Litt. has been awarded in LIS by Utkal University in 1992 to Dr. B. B. Shukla for his work, “**The work and impact of a pioneer in LIS : A critical study of the work of Prof. P. N. Kaula.**”

Nowadays Libraries and LIS departments formerly known as Library Schools are carrying out various research activities in India. Library professionals work hard to find solutions of certain problems which they face from time to time through their Ph.D work, and submit their work in the form of conference and seminar papers. As the library and information centers are now known as Knowledge Resource Centres, many new trends in the fields of LIS research have emerged. Major changes in the research trends took place during 1980s to 1990 when ICT enabled techniques started growing in the field of LIS. Nowadays LIS professionals are using many web 2.0 tools and open source applications for being more research centered. Internet is an unavoidable medium without which we can't imagine our research. Digital tools have made research practices easier for research scientists and librarians. Here some digital tools have been listed to help you carry out your research more efficiently and creatively.

1. Tools for LIS Research

There are so many tools available for conducting research specific to Library & Information Studies topics. Following are some of the research tools which will be useful to manage and disseminate your research work.

1.1 Book marking tools

- **Citeulike (www.citeulike.org) :**
This tool helps the researchers to save and share references of research papers. Based on the features of social bookmarking, the site works to promote and sharing of scientific citation amongst researcher community.
- **Mendeley(www.mendeley.com) :**

This is a free reference manager and academic social application which helps you to organize your research. It make your fully searchable library in a second, Cite what you write and read and annotate your PDF on any device.

- **BibSonomy (<http://www.bibsono.my.org>)** : . It is a social bookmarking and publication-sharing tool which allows integrating the features of bookmarking systems as well as team-oriented publication management.
- **Zotero (www.zotero.org)** : Zotero is the only research tool that automatically senses content in your web browser, allowing you to add it to your personal library with a single click.
- **Qiqqa (www.qiqqa.com)** : This is the essential free research and reference manager. Search for, read and annotate your PDFs. Then review your work, write up and create bibliographies instantly.
- **Delicious (www.delicious.com)** : Delicious is a social bookmarking web service for storing, sharing, and discovering web bookmarks

1.2 Social Networking Tools

- **Academia.edu (www.academia.edu)**
Academia is the easiest way to share papers with millions of people across the world for free. This platform can be used to share papers, monitor their impact, and follow the research in a particular field .
- **ResearchGate (www.researchgate.net):**
This is a scientific online network founded in 2008 with the mission to connect researchers and make it easy for them to share and access scientific output. On this site they find what they need to advance their research.
- **Methodspace (www.methodspace.com)**
It is an online network for the community of researchers, from students to professors, engaged in research methods.

1.3 Collaboration Tools

- **PBWorks (www.pbworks.com/)**
PBWorks is an online team collaboration tool that allows you to share files, and manage projects .
- **Wikispaces (<https://www.wikispaces.com/>)**

Wikispaces Classroom is a social writing platform for education

- **Dropbox (www.dropbox.com) :**
Dropbox is a free service that lets you bring your photos, docs, and videos anywhere and share them easily
- **Trello (<https://trello.com/>)**
Trello is a collaboration tool that organizes your projects into boards.
- **Rizzoma (<https://rizzoma.com/>)**
This is a free and open source online collaboration tool for education and research community.
- **Connected Researchers (<http://connectedresearchers.com/>)**
This is a very useful research-oriented social networking site, to support scientific research, to manage labs and data, and to better communicate. It has been multiplying over the past years. These tools help us to change the way we do research. But the adoption rate is still slow, partly due to the lack of awareness.

1.4 Data Curation Tools

- **Paper.li (www.paper.li)**
This is content curation service that enables you to monitor content and topics across the web, turning content into online newspapers and newsletters
- **Scoop.it (<http://scoop.it/>)**
Scoop.it facilitates a user to build and engage audiences through publishing by curation.
- **Pearltrees (www.pearltrees.com)**
This tool allows users to collect, organize and share any URL they find online as well as to upload personal photos and notes.
- **Google Trends (<https://www.google.com/trends/>)**
This is a free tool from Google that you can use to spot trends happening currently in the world. It shows the hottest searches currently going on and you can drill in to find out a little bit more about the trends. This can be useful in creating content on the fly and being relevant to current conversations.

2. Conclusion

With the advancement of information and communication technologies, many such kind of computer software tools are available nowadays which facilitate researchers to find, organize, analyze and share their research work. There are hundreds of similar tools available on the internet with which we are not very familiar. These kind of tools help us to save our valuable research time and easy completion of our research work. It is my sincere effort to draw attention about these few tools.

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Ethical Issues of LIS Profession in Knowledge Society

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Abstract

This discussion is focussed on library ethics. Even after completion of 100 years of library and Information Science in India, ethical guide lines for librarians do not exist in the country. Still efforts are on but nothing is available on the IFLA website from India's end. In absence of library ethics from Associations it is necessary to have some guide lines for library professionals so that library professionals can maintain and build the image of the profession. An effort has been made to identify the ethical guidelines for Library and Information Science Professionals.

Key Words: Library Ethics, Role of Associations, Ethical Guidelines.

Introduction

Library Ethics means ethical code regarding what one should do or one should not do in the knowledge society. An issue arises when library professionals or users are not supposed to act relating to a library, data, information, knowledge, etc. Right and wrong are based on our values and morals. With mere language, values deal with rules or set of behaviour of an individual. Morals deal with judging of an action, whether somebody is acting in a right manner or wrong manner based on patterns consists of habits, values and beliefs set by the profession. This is nothing but the ethical code which has to be followed the practicing librarians. There is a difference between profession and trade. Both have rules, but trade has very little ethics. That is why library professionals have been compared with other professionals such as doctor, lawyer, chartered accountant, business, military engineer, etc.

The Indian library profession has completed more than 100 years, but the Library and Information Science profession could not put the Code of Indian library ethics on the International Federation of Library Associations and Institutions (IFLA). The efforts of the associations are

there in this direction, but we need to see that it is implemented soon. In the absence of this, every library professional will try to follow the library ethics based on the legacy and exposure of the Indian ethos, heritage, philosophy, values, beliefs, experience, know-how, wisdom, knowledge etc.

We have some guidelines based on Indian ethos, heritage, leaders, etc.

- **The Bhagavad Gita, Chapter II, Verse 47.**

***"Your right is to work only,
But never to its fruits;
Let not the fruits of action be thy motive,
Nor let thy attachment be to inaction".***

S.R. Ranganathan's five laws of library science have been a great guiding force to library and information science profession. All ethical codes are hidden in these five laws. Mahatma Gandhi has also defined the customer. *"A customer is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption of our work. He is the purpose of it. He is not an outsider of our business. He is part of it. We are not doing him a favour by serving him. He is doing us a favour by giving us the opportunity to do so".* Based on Indian ethos and heritage the following ethical guidelines have been developed and practiced at MICA. It is a premier institute in the field of strategic marketing and communication.

Ethical Guideline to Work in Knowledge Society:

- 1) **The library is a temple of knowledge and our library professionals are caretakers of it.**

LIS professionals have to take the ownership of his/her library otherwise it is not possible to develop it. Ethical issues starts with the selection of a location of a library itself. Location of a library is very important. Centrally located library is always optimally utilized. Online library should meet the users' expectation such as easy navigation, security, speed, cloud technology, confidentiality etc.

An ambience of a library should be tempting for users to visit it frequently; sitting arrangement should be in line with new pedagogy. Users expect a library to provide non-conservative seating arrangement. The library should have provision for air conditioning, maximum natural light and electric light should be such that it should not be harmful to the eyes of the users.

Dusting and floor cleaning are to be done on a regular basis from hygienic points of view. The reading room facility should be provided in a manner that user should feel comfortable and leave no scope for comparison. CCTV cameras are used to prevent damage in a library. The clear distinction between what is permissible and not permissible is necessary to avoid confusion in the user community

2) The library should be user-driven keeping in mind the vision and mission of the library.

Let your library be user-driven place and let them take an ownership of a library. In this case library professional is only a catalyst between knowledge and users. Knowledge resources are in line with the vision, mission, academic program and subjects taught then the focused collection will be optimally utilized by the users.

3) The librarian should have three qualities

When he/she leaves for home, he/she should be self-satisfied with his/her contribution. He/She should be self-motivated and should be proactive. It means he/she should deliver more than the expectations and that too before time.

The LIS professional should be self-motivated to perform consistently. Day to day clearance of the desk is very much essential. Pride in being an LIS professional is a must, and self evaluation & self satisfaction are the two important criteria for the success in the profession. Real success lies in providing best users services. We must update users on their demand or request regularly and make sure not to have any communication

gap. Professionals having a core competency should only respond to users. All these factors help in building up an identity and image of the professional and the profession.

4) Users are treated as “Atithi devo bhava”. Mahatma Gandhi’s treated customer as “Boss”

Always give a positive response while responding to users and never say no to users. In today’s world nothing is impossible in providing the reading materials. Current environment services indicate that “buy or borrow or be prepared for negative image”. Let your users know the status of their demand and never allow any communication gap to create the impression that attention and action is not taken. Use technology to track the traffic to the library. Take regular feedback and act on the genuine feedback and communicate with the user community about the same.

5) The librarian should buy the data, information and knowledge based on actual and potential use of the resources recommended by users

A balance will have to be maintained between print and digital resources. The resources should be wisely purchased because the market is volatile. Print and electronic resources should be easily searchable. Resources should be procured before the information requirements get over. Controversial materials, both from users and librarians point view should be carefully procured and used. The ethical dilemma of right to information may be handled carefully. LIS professionals have to give an authentic answer without any biases.

6) The librarian should always make friendship with technology.

Respect time and technology. If you do not respect technology then you will not be able to use technology properly. Knowing technology is one thing and implementing it with taking into confidence, management and colleagues is another important

achievement. Involve people who have better knowledge than you have for an optimum utilisation of technology. One has to respect knowledge and people to get best out of them because we are living in a multidisciplinary world. While outsourcing, the credibility of a vendor is crucial and also time management and quality of service. Users' expectations of Wi-Fi, and remote access are very important for them. Increase in digital contents, in-house and commercial databases has created a demand for single stop search such as Federated and Global services. Internet connectivity is sensitive to the user community. Lastly, centralise data storage and searches should maintain privacy and confidentiality of users' data.

7) The library should use open access resources and open source software.

Open access benefits the free access to information and open source software saves the cost and one can get free updates. User forum gives free solutions to problems.

8) Optimum utilization of resources is must.

Librarian initiatives and faculty recommendations will help the library in optimal usage. Joint marketing with faculty members will make lots of difference in the optimum utilisation of the resources. The librarian has to move out from his office to market resources. Occasionally a user may be invited to have coffee/tea with a librarian. It is very much necessary to have close interaction with the library and the user community to avoid any communication gap. To cultivate good reading habits introduce innovative ideas. A responsible LIS professional should deal directly with users and should not shift the responsibility to others.

9) Respecting each other is very much important while working in a team in this noble profession.

Work with zero egos for the profession, but self respect has to be maintained. Nobody is greater than truth. Once LIS professionals

enter to the library premises no job in the library should be considered below their dignity. All are knowledge workers and to work in a team for the better future of the profession is necessary.

10) Professional growth

Freedom, financial benefits, and ladder to grow in an organization will reduce the turnover and increase commitment to employer and profession. All are working for better future and rewards. One has to keep the values and best performer librarians in mind as their role model. We only create the image of our profession so we need to write our own future rather than let anyone write it for us.

11) Respect the copyright law and protect the interest of the author's original creativity.

LIS professionals are responsible to protect the copyright law. Fair-use guidelines should be prepared and circulated. Do not allow photocopying of a book from back to back pages. Who can use online resources as per MOU has to be seen by LIS professional. Alumni access with proper agreement with publishers/aggregator should be exercised. Proper guidance should be provided during the information literacy programme on academic integrity to avoid the issue of plagiarism.

12) Freedom of Right to access, privacy and confidentiality to users are must.

Terrorism has brought libraries and booksellers under surveillance. But librarians and the association have to protect the interest of users for right to access, privacy and confidentiality of what they read or borrow from the library. The distinction between what can be used/accessed by the user community and what cannot should be clear. Whenever users come to the library for information they should leave with a smiling face and with a clear understanding in their mind that the best place to get information is the library.

Conclusion

We are all working with our individual values, habits, and beliefs in the absence of library ethics. Joint Council of Library Associations of India (JCLAI) earliest efforts in giving final shape to library ethics needs to be given top priority. Otherwise, it will be very difficult to achieve standardisation, homogeneity, consistency in the workplace. The awareness about library ethics is too low within the professionals. Under these circumstances, it is our moral responsibility to make sure that all users leave the library with fullest satisfaction and smiling faces.

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Ethical Librarianship

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Introduction

I recently came across a book titled “Understand Ethics” written by Mel Thompson. In this book, Thompson (2010) mentioned that: “It seems to me that our personal lives are shaped by two kinds of things: the circumstances in which we find ourselves and the choices we make. About the former we can often do little; but the latter... well, that’s where ethics comes in. There’s nothing more immediately relevant than thinking about issues of good and bad, right and wrong, and making choices that reflect them. Being able to state our views clearly and justifying them rationally when it comes to moral questions, is a great way of sorting out the values by which we wish to live, and an aid to personal integrity and a sense of purpose.” To make people aware about ethics and to clear myths of ethics Peter Singer (2010) - a renowned Philosopher explained Ethics as:

1. Ethics is not a set of prohibitions – do this and don’t do that.
2. Ethics is not suited to life’s complexities.
3. Ethics is not something tangible only in the context of religion.

Singer mentioned that ethics cannot be judged by a person or a society or a particular situation. It takes a universal point of view, whereas circumstances alter causes. People may go beyond their own likes and dislikes. It requires people to go beyond ‘I’ and ‘You’ to the universal law. Mel Thompson explained ethics as a ‘moral philosophy’. It is about thinking through issues of right or wrong. It examines the moral choices that people make, what they are based on and how they may be justified. According to him Ethics can be divided into two elements: (1) Ethical Theory and (2) Applied Ethics.

Following Ethics or not is dependent upon the circumstances like family background, environment, economic position, emotional status and many more. At the point of determining ethical actions one could be in a dilemma and may think about some universal standards of right and

wrong. Thompson opined that ethics links to questions about law and justice, and also to religion which offers their followers a particular view of life and a set of values to live by. Ethics which deal with the norms and principles of actions is known as 'Normative Ethics'.

Definitions

Below are some definitions of words related to Ethics. They are Ethics, Ethical Behaviour, Ethical Standard, Business Ethics, Professional Ethics and many more.

Ethics

1. As per Merriam-Webster's Collegiate Dictionary, Ethics is "The discipline dealing with what is good or bad and with moral duty and obligation." (Merriam-Webster's Collegiate Dictionary, 11th edition)
2. Ethics means: (1) a moral principle that governs a person's behaviour for conducting an activity, (2) It is the branch of knowledge that deals with moral principles and (3) it is a set of moral principles, especially ones relating to or affirming a specified group, field, or form of conduct.
3. The basic [concepts](#) and [fundamental principles](#) of decent human [conduct](#) are known as Ethics. It includes [study](#) of universal [values](#) such as the essential equality of all [men](#) and women, human or [natural rights](#), obedience to the [law](#) of [land](#), [concern](#) for [health](#) and [safety](#) and, increasingly, also for the [natural environment](#). (2 & 3 - <http://www.businessdictionary.com/definition/ethics.html>)
4. [Rushworth Kidder](#) (2003) states that "standard definitions of ethics have typically included such phrases as 'the science of the ideal human character' or 'the science of moral duty'." Richard William Paul and [Linda Elder](#) (2006) define ethics as "a set of concepts and principles that guide us in determining what behaviour helps or harms sentient creatures". The [Cambridge Dictionary of Philosophy](#) states that the word ethics is "commonly used interchangeably with '[morality](#)' ... and sometimes it is used more narrowly to mean the moral principles of a particular tradition, group or individual."

Ethical Standards

There is not one [consistent](#) set of standards that all [companies](#)/business houses or a profession can follow, but each company has the [right](#) to [develop](#) the standards that are meaningful for their [organization](#).

Definition

1. [Principles](#) when followed, [promote values](#) such as [trust](#), good [behaviour](#), fairness, and/or kindness is called Ethical Standards.
2. Ethical standards are not always easily enforceable, as they are frequently vaguely defined and somewhat [open](#) to interpretation. For example it is a thumb rule for a library professional that 'Men and women should be treated equally' [or](#) one can interpret it as, 'Treat the customer with respect and kindness.'
3. "Do not [share](#) the [customer's](#) private [information](#) with anyone outside of the company" which cultivates Ethics of privacy and one should regard customer's right to privacy. (<http://www.businessdictionary.com/definition/ethical-standards.html>)

Ethical Behaviour

One more term that is very near to Ethics is 'Ethical behaviour'. This is related with philosophy and psychology as well.

Definition

1. A person following his or her feelings may recoil from doing what is right. In fact, feelings frequently deviate from what is ethical.
2. It is accepted universally that almost all religion advocates high ethical standards. Philosophers do not agree with this statement. They argue that if ethics will confine to religion, then ethics will apply only to religious people. But ethics applies as much to the behaviour of the atheist as to that of the devout religious person. It is observed that religion can set high ethical standards and can provide intense motivations for ethical behaviour. Ethics, however, cannot be confined to religion nor is it the same as religion.

3. Ethical behaviour is acting in ways consistent with what society and individuals typically think are good values.
4. Ethical behaviour tends to be good for business and involves demonstrating respect for key moral principles that include honesty, fairness, equality, dignity, diversity & individual rights.
(1 – 4 <http://www.businessdictionary.com/definition/ethical-behavior.html>)

Professional Code of Ethics Map



September 2014

Note: If your country is missing please contact: hermann.roesch@fh-koeln.de

SOURCE: Hermann Rösch: Bibliothekarische Berufsethik auf nationaler und internationaler Ebene: Struktur und Funktion des IFLA-Ethikkodex. In: Mitteilungen der Vereinigung österreichischer Bibliothekarinnen und Bibliothekare. 67, 2014, 1, S. 38-57, hier S. 43. URL: <https://fedora.phaidra.univie.ac.at/fedora/qa/0.340605/bdet/Content/uet>

This map is self-explanatory. It shows that 75 countries are having professional code of ethics for librarians. Unfortunately, India is not on the list though it has very old footprints in library activities.

Professional Ethics

As mentioned on AAT's (*The Association of Accounting Technicians*) website many professions that are trusted by the public to provide expert knowledge (doctors, engineers, surveyors, accountants, librarians and the like) have a Code of Ethics which sets out their expectations of a member's behaviour and the boundaries within which members have to operate. A Code of Ethics helps to clarify the profession's values, provides a reference point for decision making and can be used as a

framework for discipline. Most Codes of Ethics are principle based, providing guidance as to the principles on which professional judgement and decisions should be based, rather than a rigid system of rules. These codes are prepared by the professional bodies or associations which take care of their members for their benefits, rights and their moral duties as well. (<http://www.aatethics.org.uk/?q=resources/what-professional-ethics>)

Definitions

1. Professional ethics is defined as the personal and corporate rules that govern behaviour within the context of a particular profession. An example of professional ethics is the American Library Association's set of ethical rules that govern library and librarianship's moral obligations. (www.yourdictionary.com/professional-ethics)
2. Professionally accepted standards of personal and business behaviour, values and guiding principles are also known as Professional Ethics.

Codes of professional ethics are often established by professional organizations to help and guide members in performing their job - functions according to sound and consistent ethical principles. (<http://www.businessdictionary.com/definition/professional-ethics.html>)

While speaking on Ethics in Librarianship at 3rd Refresher Course for Librarians at Gujarat University, Professor Shailender Kumar explained that the Ethical Code of Librarianship must include:

1. Responsibility to system users for information and their confidentiality
2. Truthfully represent themselves and the information systems within which they utilise or which they represent
3. Improve the information system which they work or represent to the best of their means and ability
4. Responsibility towards users is impartial service. It should be rendered to all users in helpful manner.
5. Responsibility in document selection should also be spelt out. Quality, quantity and utility of cost/return on investment must be taken in consideration. All vendors have equal opportunity to serve the fraternity. It should be on a 'First come first serve' basis.

6. Dignity of library staff is to be maintained by chief librarian and fellow professionals.

Librarianship as a profession

Traditionally Librarianship is considered as preservation and transfer of knowledge in all forms across time and space for the benefit of mankind. During his keynote address at LAS National Conference 2008 in Singapore Mr. Choy Fatt Cheong (2008) explained Librarianship as; “being concerned with the principle and practice of selecting, acquiring, organising, disseminating, and providing access to information in accordance with the specific needs of groups of people or an individual.” (www.las.org.sg/pa_cf.pdf) According to Kim Salamonson; Librarianship is a worthwhile and valuable profession. Like many other professions, we have a well respected body of knowledge and practice. We have a tradition of sharing our experience and knowledge with each other by way of conferences, social networking technologies and through professional development opportunities with workshops, long and short term courses and on-line programs. (<http://www.lianza.org.nz/kim-salamonson-librarianship-worthwhile-and-valuable-profession>) [*LIANZA is a Library and Information Association of New Zealand Aotearoa (name of New Zealand in their local Moiré language)*] Professional registration has helped a little in this area but we still need to be more proactive with our employers especially with professional registration. We need to get employers to:

- Recognise that we are professionals
- Recognise that we undertake continuous professional development
- Reflect this in paying professional costs like other professionals e.g. accountants, engineers etc. This should include fees for membership of Professional Associations and also fees for a professional registration like doctors, lawyers, accountants and many other professional have to pay and get their enrollment.

As per AAT's Code of Ethics, for a member of particular professional association; a set of 5 fundamental principles which members must

follow during his/her practice are: integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Need of Ethics

As per Markkula Centre for Applied Ethics of Santa Clara University; Ethics is of two things.

1. Ethics refers to well-founded standards of right and wrong that prescribe what humans ought to do, usually in terms of rights, obligations, benefits to society, fairness, or specific virtues. Ethics, for example, refers to those standards that impose the reasonable obligations to refrain from rape, stealing, murder, assault, slander, and fraud. Ethical standards also include those that enjoin virtues of honesty, compassion, and loyalty. And, ethical standards include standards relating to rights, such as the right to life, the right to freedom from injury, and the right to privacy. Such standards are adequate standards of ethics because they are supported by consistent and well-founded reasons.
2. Ethics refers to the study and development of one's ethical standards. As mentioned above, feelings, laws, and social norms can deviate from what is ethical. So it is necessary to constantly examine one's standards to ensure that they are reasonable and well-founded. Ethics also means, then, the continuous effort of studying our own moral beliefs and our moral conduct, and striving to ensure that we, and the institutions we help to shape, live up to standards that are reasonable and solidly-based. (<https://www.scu.edu/ethics/ethics-resources/ethical-decision-making/what-is-ethics/>)

Conclusion

After reviewing literature advocating need and importance of Professional Ethics for Librarian and Librarianship I can conclude that:

1. We, librarians are under-valuing our own profession. We underestimate our professional development in the Library and Information Services.

2. It is highly essential to be more proactive in keeping our knowledge current, keeping up with current library trends, with IT trends, and with users' needs - we need to keep our body of knowledge current.
3. We should maintain competence and learn new skills periodically.
4. It is universally accepted that we librarians are an intermediary between the users and the resources. Resources have changing tendencies as some are technology based. So, a librarian should learn to accept change otherwise he/she should be ready to perish.
5. Be a part of continuing professional development/education for librarians. We are chiefly responsible for the professional development. It is rightly mentioned that the responsibility for continuing education should be shared by the individual, their employing institutions, Professional associations, National Library of concern country, government regulating agencies and above all the Library and Information Science education departments.
6. Individuals, institutions and professional associations should bear responsibility for periodic assessment of learning needs.
7. Professional development should provide for both personal and professional growth and improvement. It should cover all areas of knowledge, professionalism and personal growth, including confidence building. It should also include being updated with new developments, issues, and gaining expertise and more skills and knowledge by:
8.
 - ✓ By attending formal training courses
 - ✓ By attending professional conferences especially those sponsored by professional associations or related to the job of a professional
 - ✓ By participating in e-discussion groups, subscribing RSS feeds and networking
 - ✓ By engaging in independent self study

- ✓ Job rotation and job backups
- ✓ Monitoring new developments in the field by joining list-servs
- ✓ Participating in conferences and seminars as a speaker, contributor or a facilitator
- ✓ By reading/creating professional blogs and websites
- ✓ By reading and contributing to professional journals
- ✓ Reading professional literature in print or online such as e-newsletters, e-journals, other web based resources such as full-text articles and online magazines and scholarly journals
- ✓ By reading and contributing to scholarly research
- ✓ By visiting libraries
- ✓ By attending or organising Trade exhibitions/Book fairs/Publisher meet/author meet/meeting of likeminded people etc

In short I would like to say that it is our moral duty to encourage our associations, professional bodies and colleagues for activities like seminars, conferences, workshops and training programmes by attending and supporting them. This will lead the profession towards desired developments. No other profession or professional will come forward to boost up our growth. It is our own responsibility to be proactive and take care of our noteworthy development. Librarians have to take more and more interest in their community development. Yes, if all librarians individually take care of their own development then it is but obvious that the by-product must be overall development of the profession. Don't sit back, take initiative and be your own creator and nurture your professionalism. Follow professional standards and contribute your views and suggestions to upgrade standards.

I will not pass on buck to any association, professional body or any institution to take initiatives for the professional development of librarians. It is every individual's responsibility to be a part of our own professional development by following ethics, moral values and standards rather than leg pulling. We should not criticise anybody for initiations. On the contrary we should appreciate his/her or their willingness to take the library profession at high level and work together in the best manner. We need to be our own advocate, should make our voice heard by offering qualitative and anticipated services. Let us lead to convince others that library profession is an irreplaceable asset in the national growth. We are valuable and a worthwhile profession.

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Ethics in Higher Education

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Introduction

Over last 50 years there is a drastic and phenomenal growth of Higher Education in India due to many supportive academic plans that are being implemented by Government of India. Educational institutions are the treasure of knowledge. They are the agents of social change and transformation. The mission of any institution of higher education must be the pursuit of “knowledge” in its best form and spirit. The expectations from higher education are those of society and not only the students or teachers or educationists (Rahman & Banu, 2014). When we consider higher education as a vehicle for social change, it showcases the importance of ethics and honesty to be adapted into this intellectually powerful system as it has a tremendous effect on several generations that further reflects on the development, economy, nature and culture of the society.

What are Ethics?

As per Oxford Dictionaries (Ethics, n.d.), ethics are ‘*moral principles that govern a person’s behaviour or the conducting of an activity*’. The Hippocratic Oath is generally recognized as the earliest expression of an ethical code that seems to be built on a simple fact ‘service before self’.

Johannesen (1983) indicates that, "Values can be viewed as conceptions of the good or the desirable that motivate human behavior and that function as criteria in our making of choices and judgments." He further states, "Concepts such as material success, individualism, efficiency, thrift, freedom, courage, hard work, prudence, competition, patriotism, compromise, and punctuality all are value standards that have varying degrees of potency in contemporary American culture." Johannesen’s notes, "Ethical judgments focus more precisely on degrees of rightness and wrongness in human behavior" (p. 1). Nilsen (1966) augments, "As a subject of study, ethics deals with questions of 'good' and 'bad', 'right' and

'wrong,' and others that we would call 'right'" (p. 1)(adapted from Winsor & Curtis, 1990).

Brunel University & Council for Industry and Higher Education(2005) had enumerated reasons for the ethical concerns in institutes of Higher Education as mentioned below:

- Governance
- Upholding an organization's mission and values
- Guidance for staff
- Guidance for students
- Risk and reputation
- Legislation
- Pressure from students and other interested parties
- Recruiting staff and attracting students
- Encouraging funding, sponsorship and business involvement

Importance of Ethical Framework in Institutes of Higher Education in India

Jackling, Cooper, Leung, & Dellaportas (2007) have suggested that self interest, failure to maintain objectivity and independence, inappropriate professional judgment, lack of factors contributing to ethical sensitivity, improper leadership and ill culture, failure to withstand advocacy threats, lack of competence, lack of organizational and peer support and lack of professional body support are some of the factors contributing to ethical failures in educational institutes. In India, University Grants Commission is a statutory body of the Government of India through an Act of Parliament for the coordination, determination and maintenance of standards of university education along with other fifteen statutory bodies like AICTE, MCI, PCI, DCI, etc. (Professional Councils. n.d.) which are responsible for recognition of courses, promotion of professional institutions and providing grants to under graduate programmes and various awards. Hence, these statutory bodies are hugely responsible for framing the ethics and code of conduct of the technical institutions and institutes of higher education. Though, few regulations related to 'Research', 'Ragging' and 'Sexual harassment' were framed and strictly followed by few educational institutes, a consistent framework of ethics related to various aspects is yet to be prepared. As a well defined code of professional ethics for School teachers has been framed by National

Council for Teacher Education, New Delhi, Biswas (2004) insisted that “UGC should provide a forum to national level teachers’ organization to develop norms for teacher appraisal, teacher accountability and code of professional ethics and mechanism evolved for observance of norms”.

Points that are to be included in the Frame work

While planning for creation of an ethical framework for a university, in order to achieve a wider perspective, it is required to form institution wise ethical committees that comprise all stake holders: faculty members, staff members, students, members from governing body etc. It is also essential to take an account of existing ethical code and related documents that are to be included into the framework. For creation of better frameworks, it is necessary to consult experts from various fields and nations and study already existing frameworks that are required at national level and will also match with the international standards.

Conclusion

It is not only important to create and enforce ethical framework for higher educational institutes but also to strictly adhere to them. As adhering to the framework will enable training towards the accountability of performance that will lead to long term sustainability and success of the institutes. Beyond creating and enforcing the ethical frameworks, it is also essential to design and provide courses related to different professional ethics as compulsory courses to students of higher learning to create more responsible citizens. For instance, in India though we don’t have a well defined ‘Code of Ethics for LIS profession’ Library and Information Science students are being offered a chapter to study and understand professional ethics in LIS by some LIS departments. Hence, it is required to take consensus of teachers and professionals of LIS to frame Code of Ethics for LIS profession that are applicable to every individual in LIS in spite of their involvement in various LIS professional bodies.

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Morals and Ethics to be Followed In Libraries

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Our professional life begins the day we start the professional course. The very first paper in the curriculum is 'Library and Society' where Library Ethics is discussed. This is where the foundation is laid in the mind of budding professionals. Our library ethics says while at work there is no discrimination between hierarchies, age, and gender of fellow professionals in a library, they sit together- work together towards a common goal of serving the user community. These mental images turn into reality when one joins as a professional.

Foskett says- *But if indeed we have no philosophy, then we are depriving ourselves of the guiding light of reason, and we live only a day-to-day existence, lurching from crisis to crisis, and lacking the driving force of an inner conviction of the value of our work*

This thought is apt and sets the tone of this paper on Library Ethics and Morals. The tradition of having libraries had started well before Lord Jesus Christ was born. The oldest organized library in record is stated to be in Syria during 2500 B.C. to 2250 B.C. having information coded on to clay tablets. Earlier the libraries were mere archives of the information sources. Books were chained, and mainly consisted of manuscripts. With the advent of printing press in the 15th century scenes started changing,

printing of books became easier. Slowly the trends changed and libraries started to flourish across the world.

It helps when there are clear guidelines available for work- guidelines which work in the line of organization development. While preparing the session documents by ALA and IFLA have been referred. It was in one of the meetings at **ALA's First Congress on Professional Education** in 1999 that the need for a document citing **values of a library profession** was raised. This statement of core values was released in 2000 and a revised version of document by ALA in 2004. The points are as mentioned below:

Access

All information resources that are provided directly or indirectly by the library, regardless of technology, format, or methods of delivery, should be readily, equally, and equitably accessible to all library users.

Confidentiality/Privacy

Protecting user privacy and confidentiality is necessary for intellectual freedom and fundamental to the ethics and practice of librarianship.

Democracy

A democracy presupposes an informed citizenry. The First Amendment mandates the right of all persons to free expression, and the corollary right to receive the constitutionally protected expression of others. The publicly supported library provides free and equal access to information for all people of the community the library serves.

Diversity

We value our nation's diversity and strive to reflect that diversity by providing a full spectrum of resources and services to the communities we serve.

Education and Lifelong Learning

ALA promotes the creation, maintenance, and enhancement of a learning society, encouraging its members to work with educators, government officials, and organizations in coalitions to initiate and support comprehensive efforts to ensure that school, public, academic,

and special libraries in every community cooperate to provide lifelong learning services to all.

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Intellectual Freedom

We uphold the principles of intellectual freedom and resist all efforts to censor library resources.

The Public Good

ALA reaffirms the following fundamental values of libraries in the context of discussing outsourcing and privatization of library services. These values include that libraries are an essential public good and are fundamental institutions in democratic societies.

Preservation

The Association supports the preservation of information published in all media and formats. The association affirms that the preservation of information resources is central to libraries and librarianship.

Professionalism

The American Library Association supports the provision of library services by professionally qualified personnel who have been educated in graduate programs within institutions of higher education. It is of vital importance that there be professional education available to meet the social needs and goals of library services.

Service

We provide the highest level of service to all library users ...We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of

co-workers, and by fostering the aspirations of potential members of the profession.

Social Responsibility

ALA recognizes its broad social responsibilities. The broad social responsibilities of the American Library Association are defined in terms of the contribution that librarianship can make in ameliorating or solving the critical problems of society; support for efforts to help inform and educate the people of the United States on these problems and to encourage them to examine the many views on and the facts regarding each problem; and the willingness of ALA to take a position on current critical issues with the relationship to libraries and library service set forth in the position statement.

Morals are based on the belief and understanding of value systems of a society and ethics are the rules based on this value system.

ALA code of ethics- first format came in 2004 and a final amended document was prepared in 2008.

Internationally accepted IFLA code of ethics was released in 2012. This has been put up as a guideline for individual institutions and associations while designing their own code of ethics.

Librarianship is all about serving information seekers. With ever increasing formats in which information is proliferating, need for professionals to get themselves trained, technology upgrades in library, all becomes a must and in all the compatibility issues need to be sorted out. These codes of ethics help the practicing librarians as well as teachers training the upcoming generation of professionals alike.

Importance of this code is that it helps as a basic guideline when the information professional is tackling some situation, making them aware of work ethics and increasing transparency in the work culture. This code develops a better understanding of library as a profession.

IFLA undertakes to revise this code whenever appropriate. The code of ethics by IFLA is as under-

1. *Access to information*
2. *Responsibilities towards individuals and society*
3. *Privacy, secrecy and transparency*
4. *Open access and intellectual property*
5. *Neutrality, personal integrity and professional skills*
6. *Colleague and employer/employee relationship*

Here, these ethical codes have been discussed in line with the work being carried out in an academic set-up-

1. Access to information

In an academic set up a library plays a pivotal role in supporting education and research. They are the knowledge and information disseminating centers of an educational institute. Student and faculty fall back on this unit for knowledge support. In this age when ICT is making its mark felt, people are overwhelmed with the information overload. Our duty is not only to provide information but help people find right information.

We as librarians should see if the subscribed resources are being aptly used. Proper training sessions and resource guides should be made available to students. All the professionals in the library should also be trained in accessing the databases so when a student or faculty needs help we can assist them. We should check the database access on campus regularly in case of any access issues we should act as trouble shooters and sort it out.

For the faculty and students staying outside campus, online resources should be remotely accessible.

As far as possible, fines should be kept minimum so that users are not discouraged to use the facility. Library in an academic set up is not a revenue generating body it is a 'teaching-learning resource'. Our collection development should be well planned.

Easy access to our database should be assured. Although the systems have been automated we should assure that all access point for a book database like keyword, author, subject, title, publisher etc. should be available. If we plan to switch over from one database to other it should be smooth. Even when we are upgrading our database at our end we may have to put extra effort but transition impact on user interface should be minimal.

2. Responsibilities towards individuals and society

Librarians are responsible for information dissemination. Any user irrespective of age or academic status should be treated as equal. As per the fifth law of Library Science- Library is a growing

organism. Library collection keeps on growing; our duty is to preserve it for posterity while making it accessible to the users.

As per the need we should conduct information literacy sessions. In an academic environment, users are of wide range- undergraduates, postgraduates, researchers and faculty. All have a different kind of user need and access mode also varies. We should arrange for information literacy sessions so that they are aware how and where to locate the information, its authenticity, etc. A skilled search can guarantee reading interest also.

We are responsible towards the knowledge generation in the society as information disseminators. So we should help them in understanding concepts like plagiarism, copyright violation, fair use, etc. We should help with proper citation styles, propagate use of reference managers to avoid improper citations and getting into the trap of plagiarism.

Arranging for information literacy sessions, putting up various displays of, how to cite a certain document, celebrating weeks where we educate users, even quizzes can be arranged to make events interactive and interesting.

We should follow international standards in organizing the information sources so that, technological upgrades are incorporated easily into the system. For example the 'Z 39.50' protocol for data transfer.

3. Privacy, secrecy and transparency

There have been instances in history where library records revealing user's account transactions, their primary data have been demanded. There the librarian's bound by ethical codes have tried to deny it. Sometimes there were some criminal suspects where the crime department has asked for the books read by the person to understand the psychology behind the crime. A paper by Garoogian, Rhoda (1991) has discussed in brief so many cases where the librarians had to face this ethical dilemma. At times the state demands data to be provided and it has been given. Some cases have been criticized by public as breach of privacy of records, but in absence of clear ethical codes the librarians could not support themselves. This is where an ethical code of conduct is required. We librarians should support transparency and if it is in public interest- related to crime etc. then we have to be supportive.

4. Open access and intellectual property

Any library cannot be self-sufficient we have to fall back on open sources and resource sharing either because the resource is not available with us or the resource is not subscribed or maybe it is a classic document which is out of print.

We are the people who are supposed to be working in best interests of our users. We should take utmost care while providing the information. We should be watchful of the copyright laws applicable so that they do not get into any trouble.

At the same time we should take care that while serving our user community we are not stripping author or publisher of their rights.

Once in the profession, one faces certain requests where one is required to guide the user for photocopies, copyright rules for distribution of study materials, etc. Being a library professional we are required to sort out these issues regularly. And the list is endless where seeking permissions from the publishers is required.

5. Neutrality, personal integrity and professional skills

As far as collection development is concerned a librarian should be watchful if any subject area is lacking in collection. They should be taking care of balancing the collection and inform the faculty if any area needs updating. We should look for the products in markets, call for trials or in case of books we should send book reviews summary for titles in market. This would help them in knowing the information products in market and if they are useful for them.

Personal biases should not impact our professional role at all. We should maintain professional integrity. We are involved in huge transactions of money where we are required to place proposals before the committees, we should always take care that we are not taking sides. We are mere facilitators between the vendors and users. We are supposed to inform our users of the market trends, publications, new products trials, etc. We should always think of the interest of our institution.

We should brush up our professional skills by updating and getting trained on new developments in knowledge management and information technology. By becoming skilled we are actually helping in

development of the profession. With new skills at hand we can do more innovations and product upgrades.

6. Colleague and employer/employee relationship

This Code has been explained by IFLA as under- Librarians and other information workers treat each other with fairness and respect.

Librarians and other information workers oppose discrimination in any aspect of employment because of age, citizenship, political belief, physical or mental ability, gender, marital status, origin, race, religion or sexual orientation.

Librarians and other information workers promote equal payment and benefits for men and women holding comparable jobs.

Librarians and other information workers share their professional experience with colleagues and they help and guide new professionals to enter the professional community and develop their skills. They contribute to the activities of their professional association and participate in research and publication on professional matters. Librarians and other information workers strive to earn a reputation and status based on their professionalism and ethical behavior. They do not compete with colleagues by the use of unfair methods.

The above description is of what has been learnt and observed through the years and seen being implemented. Being aware of the ethical code of conduct when one enters into the profession, helps in avoiding and getting into any ethical issues at a later stage.

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Women's Contribution to Librarianship

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To understand this let us examine the two words from the above title.

1. Women's contribution

In every society, women are guardians, creators and consumers of culture, but they still face barriers that prevent them from playing an equal role in the cultural sphere¹.

In India in earlier stage, women were just kitchen keepers and house keepers in the Indian society. But now time has changed, women are now equipped with good education, even highly educated and now the stage came when some of them came out on the social and political field to stand with to rub shoulder with the men in these field. Now there is a new horizon for womanhood in India. Charles Fourier has rightly said "The extension of women's rights is the basic principle of all social progress."²

Jawaharlal Nehru quoted "You can tell the condition of a nation by looking at the status of women"

2. Librarianship

According to Collins³ dictionary, Librarianship is the professional administration of library resources and services.

Dr. J.G. Major⁴ has rightly said in his Paper of Librarianship: A Definition that "The three groups of functions, which together constitute the true properties of librarianship, will be sketched briefly in order to review the entire field of librarianship. - Functions with a view to

Library Collections, Functions with a view to Library Users and Functions with a view to the Accessibility of the Library Collection.

3. Women and Librarianship

There is a close relationship between the library and culture. Librarianship we may consider as a product of the cultural structure . There is a certain reciprocal of relationship between the library and society. In this regard can we say Educate a man and you educate an individual. But educate a woman and you educate a family and thus society.

In the USA and UK the library profession is regarded first and foremost, as a “lady” profession. But is this really true for other countries?

The below table A shows the statistics of male/female candidates are taking admissions in Library and Information Science Course. Here

Dept. of Library and Information Science, Gujarat University				
Year	<u>B.L.I.Sc.</u>		<u>M.L.I.Sc. 3rd Semester</u>	
	<u>(M.L.I.Sc. 1st Semester)</u>			
	Male	Female	Male	Female
2011-12	3	11	6	18
2012-13	4	21	2	7
2013-14	8	18	3	18
2014-15	7	16	8	16
2015-16	6	9	4	15
Total	28	75	23	74
<u>Note: Department has started Integrated M.L.I.Sc. from 2010. information given here is M.L.I.Sc.1st semester as B.L.I.Sc.</u>				

Female Candidates are more than Male candidates. This data is provided by LIS Dept., GU.

Table A : LIS, Dept. No. of students : Male/Female

Table B has been taken from the ADINET directory and the counting is based on the names from which we can identify Male and Female. Where surname with initials only written, not counted (e.g.Pandya B. G.) and where Librarian Name column is blank is also omitted.

Table B: No. of Working Librarians in Gujarat :Male/Female candidates

	Librarians (Male)	Librarians(Female)
	454	604

This is also an interesting case study when Female candidates are more in LIS education (Table A), Recruiters are more male candidates (Table B), why ?

4. Examples of Women Contribution from abroad

When you search on net about Famous Female Librarians ⁵, or you may search Top 25 most famous librarians in history⁶, we can certainly salute their contribution to the Librarianship, Some of them are :

Laura Bush : She is the wife of the forty third President of the United States George W. Bush. Laura supported librarian recruitment initiatives and toured many libraries around the world.

Margaret Mahy: Margaret Mahy, was a New Zealand author of children's and young adult books. Many of her story plots have strong supernatural elements but her writing concentrates on the themes of human relationships and growing up. She wrote more than 100 picture books, 40 novels and 20 collections of short stories. At her death she was one of thirty writers to win the biennial, international Hans Christian Andersen Medal . This is the real contribution towards Librarianship to contribute towards collection.

JessamynWest :Jessamyn Charity West is an American librarian and blogger, best known as the creator of librarian.net and for her unconventional views on her profession.

Nancy Pearl: Nancy Pearl is like a celebrity librarian. She has an action figure and travels around the country giving lectures and spreading the good news of books. She started the trend of city-wide book clubs when she organized the "If All of Seattle Read the Same Book," program in 1998.

Joanna Cole: Joanna Cole's The Magic School Bus series has served to educate and entertain elementary-aged children about the human body, space, and more. She has also worked as a librarian, a schoolteacher, book editor and writer/producer of the BBC children's TV show Bod.

Jacob Grimm:Grimms' Fairy Tales was first published in 1812, but the stories, including "Hansel and Gretel," "Cinderella," and "Snow White," are still classic children's stories constantly reinvented as plays, Disney movies and more. Jacob Grimm worked as a librarian in Kasel, after graduating with a law degree. During this time, Jacob and his brother Wilhelm collected German folk tales from ordinary citizens in hopes of uniting area kingdoms on the basis of sharing a similar culture.

Gratia Countryman not only took part in the redefining the ideology of librarianship, they also put their beliefs into action. During her thirty-two years as director of the Minneapolis Public Library (1904-1936), Countryman provided foreign language materials for immigrants and Braille books for the blind, she launched new branch libraries throughout the city and she set up over 300 other "distributing agencies" including classrooms, factories, business firms, residences for women, orphanages, jails, homes for the aged, hospitals and the poor farm. Local newspapers praised her efforts for "the bedbound, the poverty-bound and the troublebound" and referred to her as "the Jane Addams of libraries" because, like the founder of Hull House, she saw her work as a social mission.

From some of the above examples, if writer and poets are in the Library profession and working as active librarians this is the most effective

female contribution towards librarianship because they have a passion for books

Kathleen DeLong (2012)⁷ mentioned in her review of the literature that “career advancement and writing about women revealed that overall women have gained in terms of the number of senior positions in academic libraries in the U.S and Canada, although they are still not proportionately represented. Noteworthy studies described the demographic profiles and professional characteristics and qualifications of women librarians and their significance and change over time. The dearth of writing about women librarians is highlighted to emphasize that the professional lives of women librarians are largely unknown as is the importance of their contribution to the development of libraries and librarianship, whether or not they achieved senior administrative positions”.

Kaufman (1993)⁸ wrote in her article that “women rose to greater positions of power within the profession, they would bring a “values-based” model of leadership.

5. Indian Females: Contribution to Librarianship : Scenario

Somy Solomon⁹, wife, mother and social activist, is an Indian expatriate in rural Tanzania, has set up Kichankani Library initiative. It upset her that villagers would sell their farmland to construction companies at knockdown prices, unaware of its value. A lack of education, she says, is trapping local women and children into a life of slum living and domestic servitude. Determined to change this, Solomon launched a social media campaign to set up a library in Kichankani, the village 40 km (25 miles) from Dar es Salaam.

Muskan Ahirwar:¹⁰ When you educate a son, you educate a person, but when you educate a girl child, you educate a society. Muskaan Ahirwar, a Class 3 student from Bhopal is a best example of this. Everyday, at about 4pm in evening, she sets up her library for slum children outside her house on a mat, after coming from school. Slum students eagerly wait for her to open the library and as soon as she does they surround her to listen to her stories and read their own books. "Currently officials have provided 119 books to the library, which is my

responsibility and I love doing this. Other children in slum area, take books and then return them the next day. Some stay back to read here with me and ask questions where they don't understand," said Muskaan. **Now isn't it wonderful that she loves doing this.**

Recruitment Advertisement – why Preference is for Female candidate?

Female Librarian - Recruitment in Chinmayavidyalaya, VasantVihar, New Delhi



Chinmaya Vidyalaya
Vasant Vihar, New Delhi-57, Ph: 26147020, 26142958

VACANCY

Immediate requirement of **FEMALE LIBRARIAN.**

Interested candidates may apply on prescribed form available online on school website www.chinmayavvdelhi.ac.in

Qualification as per CBSE requirement.

Attractive Salary.

Principal

6. Library Workers Facts and Figures ¹¹

This fact sheet explores library staff in the workforce, where library staff work, their diversity, the role of women in the profession, issues of pay and pay equity etc. This statistics is from USA. Some facts for Female Librarians are :

- Most students of library science are women. Women comprise 81 percent of MLS enrollment.
- Black women comprise 4.2 percent of MLSenrollment, Hispanic women comprise 4.1 percent of MLS enrollment, and Asian women comprise three percent of enrollment.
- In 2010, women accounted for 82.8percentof all librarians and 75.9 Percentof all other education, training, and library workers.
- An ARL survey found that 63percentof research librarians are female, Among research library directors, women are in the majority (60percent).

- In 2010, female librarians had median weekly earnings of \$841, compared to \$921 for men. The overall salary for women research librarians was 96.2 percent that of men in 2009 compared to 94.4 percent in 2003. In a 2009-10 survey of academic librarians, even when years of experience in a particular job were equal, men still outpaced women in salary by nearly 3.7 percent : \$69,277 for women and \$ 71,953 for men

The above fact regarding salary is really to be taken care while framing policy for Library workers in India, it should not discourage women to step-in to the Library.

7. From India Census, statistics on Library workers is not available, but Male/Female workers statistics is as follow: (Source: Census of India.gov.in)

Statement 1: Total population, total workers, main workers, marginal workers and non-workers–India : 2001 Provisional) Statement 1: States							
	Total	Persons	Total population	Total workers	Main workers	Marginal workers	Total
	Rural	Males					
	Urban	Females					
India	Total	Persons	1,028,737,436	402,234,724	313,004,983	89,229,741	1,833,206,884
		Males	532,223,090	275,014,476	240,147,813	34,866,663	1,082,252,042
		Females	496,514,346	127,220,248	72,857,170	54,363,078	750,954,842
	Rural	Persons	740,255,371	310,655,339	229,672,348	80,982,991	1,361,566,049
		Males	380,438,194	199,199,602	169,333,233	29,866,369	778,837,398
		Females	359,817,177	111,455,737	60,339,115	51,116,622	582,728,651
	Urban	Persons	284,995,688	91,856,851	83,501,046	8,355,805	468,709,390
		Males	149,984,221	76,264,134	71,187,439	5,076,695	302,512,489
		Females	135,011,467	15,592,717	12,313,607	3,279,110	166,196,901

The above table shows that Female workers are less than Males. What can we conclude from this, if Male v\ s Female ratio is low, Female ratio in Library profession is also low ?

8. Redefining librarianship with Woman's values (With Behavioral characteristics)

Some behavioural aspects of woman are certainly helpful to be a better Library administrator and thus can contribute towards Librarianship.

1. **Gentle and Loving Care:** Viewing librarianship as a service occupation, Green asserted: "the service to be rendered by a librarian is that like a Parent and a teacher. Parent or teacher guiding, educating and providing intellectual is closely associated with educated woman whose social values centered on devotion to the welfare of others and caring.
2. **Sharing vs problem solving :** Men in generally are more independent than women and prefer to solve their problems alone without talking about them. Women on the other hand become distressed if they didn't share their problems with their friends even if their friends weren't able to provide solutions. So may be women are good team worker and contribute well.
3. **Aggression vs diplomacy:** Woman's biological nature is to avoid . Men on the other hand are much more aggressive in general. Woman is always trying to avoid conflict and maintain peace.
4. **Communication skills & body language:** The communication center inside a woman's brain is much larger than the communication center inside a man's brain. Women are generally better able to process words and to use language than men. Women pay special attention to words, read in between lines and can notice the body language of people along with their facial expressions in a much better way than men.

5. **Logical thinking vs emotional thinking:** Men in general can take decisions without being emotionally affected that much while women in general take into consideration other factors that are related to emotions that most men overlook.

Conclusion

Sophia Huyer, Sophia and Nancy Halfkin, Sophia (2012)¹² reported that 2012 report on Gender Equality in the Knowledge Society found the number of women in the science, technology and innovation fields "alarmingly low" in the world's leading economies, including the US. But we can say that there is a positive progress on female literacy and this rate is improved by 65% in 2001 to 74% in 2011, with female literacy improving from 45% to 51% – from 224 million to 334 million – still a very high rate of illiteracy. Educational enrollments for girls and females have increased dramatically.

We hope with this there will be more contribution from female towards Knowledge Centers if women in India are given the necessary support to develop capacity to contribute to India's knowledge.

But at the same time men and women both are important to contribute towards Librarianship. Salome Cutler¹³ Fairchild who wrote that a library serving both men and women could provide better service with a staff "on which the important positions are divided between the two sexes. Men and women represent different elements, they look at things from a different point of view. If they work together side by side in an individual libraryeach contributing his or her best, the result is broader, richer and more varied than if men alone or women alone take part"

9. Further Research

In India much work is still pending on Library workers as male and female. Even when we search on net about Female Librarians of India, we hardly get any information. Even no Statistics is found on the ratio of of male/female Library workers. Can we take this matter as a further research?

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Transforming Librarianship: Personal Competencies & Women Librarians

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A woman is the full circle. Within her is the power to create, nurture and transform.

Diane Mariechild

Introduction

The power to create, nurture and transform are capabilities essentially associated with a woman and at the same time, these qualities are expected of a leader too. Library being a place for creation of new knowledge, nurturing the resources and transforming the users' lives, these qualities are more apt for all library professionals who take up this noble job. It's natural that women make excellent leaders in libraries due to the presence of these qualities in them and thus the adage 'Librarianship is Leadership' is more appropriate for women who have had a successful career in the profession. As research shows, to contribute to librarianship in a leadership role, one needs to develop 'Professional Competencies' as well as 'Personal Competencies' and that will be my focus for this discussion.

Overview

Wikipedia defines Competence as 'a standardized requirement for an individual to properly perform a specific job'. A competency is a set of defined behaviours that provide a structured guide enabling the identification, evaluation and development of the behaviours in individual employees. Professional Competencies in the context of librarians would be the required knowledge and skill in the areas of information resources, information organization and information access along with communication and technology, management and research skills, and the art of using these capabilities for providing library and information services. Personal Competencies again from the librarians' point of view

refers to those values and skills that enable them to work efficiently communicate well and add value to the profession.

Most women get employed in all types of libraries based on their academic credentials which are based on the professional competencies. But when it comes to advancement in the profession, women sometimes have to face unusual challenges like discrimination, inequalities in salary, harassment, etc. So along with excellent professional competencies, it is the personal competencies that carve out a niche for women to contribute in a huge way to the profession and compete for the top position.

If one attempts to find literature about contributions to librarianship by women professionals based on competencies, it is bound to take lot of patience and the art of interpretation, as very few relevant studies are readily available. I have made a mention of few, which I got to review .Rajwant Kaur has authored a book titled 'Women Librarians in India: A Study in Work – Life' where she has studied the job satisfaction level of the working women librarians of India, taking into account all the off-the-job and on-the-job factors that affect the job satisfaction in women workers in order to maintain a healthy and firm balance between her work and home. The findings of this investigation enable library managers to know the areas of feelings of satisfaction and dissatisfaction among women library professionals. The findings of the study give a better understanding of the problems of women professionals and help the managers to make apt decision for the proper growth of the organization they work for. This study points out to the fact that women tend to balance career and family life which is dependent on the personal competency of the individual women librarians.

Yousaf, Ammara et al. in their study titled, "Management Issues for Female Librarians: A Case Study of University of the Punjab" examined the position and job-related problems of professional academic women librarians in University of Punjab, Lahore and discussed the hurdles faced by females in librarianship while suggesting solutions that help in their proficient development. The outcome of the study was that working women in Pakistan are not facing issues relating harassment or threats from male co-workers, although there are some cultural traits that still affect the woman's managerial position in Pakistan. This study points that more than professional competencies; it is the personal competencies that women need to focus on to overcome the cultural traits that affect the woman's aspirations of managerial positions.

Another perspective is of a pioneer in our field, Dr Kalpana Dasgupta. Dr Dasgupta's paper titled 'Women as Managers of Libraries: A Developmental Process in India' in IFLA Journal gives a comprehensive

insight on various aspects in the Indian context like Librarianship as a profession for Women in general, the reasons as to why women in India select librarianship as a profession, the status and hierarchical position of women in librarianship in India. The prospects for Indian Women in Managerial Positions have been examined deeply. Some interesting insights as observed by Dr Dasgupta being, "It has always been observed in both developed and developing countries that women by nature and upbringing can better support the service professions. While gauging management capabilities of women it may be said that there are natural abilities in Indian women which will help them to be good managers. To elaborate this point it is stated that the psyche of the Indian woman is a product of the familial and social situation.

The expectations of the family and society from an Indian woman are sincerity, patience and understanding. All three qualities help in making a person a successful administrator in the new environment". In the same paper she talks about the acceptance of Women as Leaders in the profession. "Women who usually reach the top positions have to be extremely well qualified, must have proven records of accomplishment and have to be well prepared for the positions to which they aspire. Once these positions are attained, women have to balance between their accepted behavioral pattern and the role expected of a professional in that position".

Another study on 'Competencies required by female leaders in University libraries' Yuanyuan Yang & Jun Wang focused on female leadership in University libraries. It investigated the competencies required by female leaders in Swedish University libraries. The result of the study and their conclusions is fascinating. They concluded that male and female library professionals should possess the same competencies. They did not find any competency required exclusively by female library professionals. But they made an interesting observation that females have an advantage in interpersonal effectiveness. Once again, it leads to the fact that women librarians can contribute well due to the personal competencies that they possess.

Another angle that I explored is the personal competencies that distinguished women leaders around the world possess, but have begun their career as librarians and contributed to the profession. Golda Meir, the fourth prime minister of Israel and one of the twenty-four who signed the Israeli declaration of independence in 1948, incidentally worked as a librarian, before her extraordinary political career. Golda's case once again comes across as leadership role, a personal competency that

helped her achieve great heights in her career. Former First Lady of the United States of America, Laura Bush got her Master's degree in Library Science from the University of Texas at Austin after working as an elementary school teacher. As the First Lady of Texas, she started her own public projects related to education and literacy and supported librarian recruitment initiatives. Laura Bush's case shows that the personal competency of rendering service to the population and having literacy skills accompanied by communication skills proves that women librarians can reach the peak of their professional careers and hold the coveted highest positions in their respective organizations.

Popular children's book author Beverly Cleary, winner of three Newbery Medals attended the School of Librarianship at the University of Washington, Seattle, and became a children's librarian, before she became a celebrated author. This author shows that communication skills in the form of writing for children essentially proves that women can make a mark in any profession that they choose and it's the personal competencies that make a difference. The next section lists core competencies, consisting of professional as well as personal competencies that are necessary to contribute effectively to the library and information science field in all capacities.

Core Competencies

ALA's Core Competences of Librarianship, approved and adopted as policy by the ALA Council in 2009 are interpreted in the context of women librarians below:

1. Foundations of the Profession: comprising the ethics, values, and foundational principles of LIS profession. Women librarians are an embodiment of ethics and values and thus can strengthen the foundation of LIS profession.
2. Information Resources: covering concepts and issues related to the lifecycle of recorded knowledge and information, from creation through various stages of use to disposition. Women librarians have the benefit of sequential thinking and are born nurturers and thus end up nurturing the libraries.
3. Organization of Recorded Knowledge and Information refers to the principles involved in the organization and representation of recorded knowledge and information. Women librarians are generally organized and classifying and recording is an inherent trait in them. This is visible in all types of libraries where women are in lead positions.

4. Technological Knowledge and Skills includes Information, communication, assistive, and related technologies as they affect the resources, service delivery, and uses of libraries and other information agencies. Women librarians tend to grasp faster and are quick to adapt to changing scenarios specially ICT and mobile technology is evidence enough.

5. Reference and User Services comprising of the concepts, principles, and techniques of reference and user services that provide access to relevant and accurate recorded knowledge and information to individuals of all ages and groups. Women working in various kinds of libraries reach out to all kind of users and put in their efforts to provide access to the required resources proactively.

6. Research focussing on the fundamentals of quantitative and qualitative research methods. Women librarians have the ability to analyse and synthesize and thereby add great value to the research process.

7. Continuing Education and Lifelong Learning points to the necessity of continuing professional development of practitioners in libraries and other information agencies. Women being more persuasive, tend to follow up the trends and being in the LIS profession have an edge to promote lifelong learning skills.

8. Administration and Management consists of the principles of planning and budgeting in libraries and other information agencies. Women librarians, being adapt at managing the home front are efficient in planning and budgeting and that is reflected in their efforts to excel in creating excellent library and information resource centres.

Personal competencies will enable women librarians to achieve the top positions for which they are professionally qualified but need to build self-confidence and develop exceptional communication skills and determination. They have to integrate negotiation skills as part of honing their leadership skills. They need to up their persistence, curiosity quotient and promise to move forward tirelessly.

Conclusion

Indian women serving as library and information science professionals are contented and comfortable working in the present library environment. Most of them are happy with whatever facilities and remuneration is extended to them and usually do not explore beyond the societal norms given the liberal and understanding social fabric of Indian society. But integrating professional and personal competencies in LIS

academic programmes, will equip women LIS professionals to compete for higher positions in all types of libraries. An exclusive effort to design a training programme to impart professional and personal competencies for female librarians should be made at various levels in the career which helps them to come on par with their colleagues in case of any breaks they might have taken due to family priorities. Women librarians in the 21st century need to equip themselves with the aptitude to collaborate with the ICT faculty and other subject and language faculty so that they can contribute to the overall institution and user achievement. There is a need to undertake a detailed study which would give more insight into the training aspect both at the university level as students of library and information science as well as training on job front, both for men and women to continuously update and equip one-self with the latest trends to handle the technology and information onslaught.

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Moving Towards Excellence: Transcending Through Librarianship

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About Woman and Librarianship

As discussed in most of the literature so far on Woman and Librarianship, it clearly shows that Librarian is more of a “Feminine Profession”, more so because of the feminine value - “Nurture”. To nurture the users of information with right information, for the growth of individuals – academically, professionally or simply – as a Human at large. As it is just not about having the collection but also about guidance to use the same to develop the Right Understanding about their concepts or values.

Today's Libraries are transforming themselves into learning centres, a space where the patrons come to know and to grow. They are places where there is a possibility to look at the big picture, the big idea behind any concepts they are learning, their applicability, their genesis and also the correlations.

The question is - are we aware that we are the one's who have to help them see it holistically? That is what our Library science is all about- understanding the Universe of Knowledge. And have we made any efforts during our job hours to work on this aspect. We are already living in Smart Cities, or moving towards one soon... are we MyPeople Smart, do I at least know my patrons and their needs? Have I made any efforts in that direction? Do I know where are they searching for information- if not in the Library? Is it Google? – does gender have any role here? During job hours can we look at our self as a Librarian- without differentiating our own selves as a Woman?

We may be going through phases of Marriage, child birth, menopause and so on, they are only phases where we may have slowed down a bit but we can always catch up provided we do our homework and remain alert about the changing trends and technologies entering our libraries

much in advance and prepare for the same. Dealing with males or male chauvinist per say who think we are weak because we have displayed our weakness more loudly then our strengths (technically). Can we blame them for it? Or do we need to be cautious and work towards redefining ourselves as better alternatives.

An opportunity to transcend

Transcendence is possible when we make up our mind for a long term relationship with the organization and to the profession. By transcendence I mean, looking for opportunities to grow on the job. Working in-tune with the organizational needs and developing the skills beneficial for the same.

For example, if you are working in an engineering institute as a Librarian, you can look for opportunities to work on supporting student projects, providing information literacy for them, plan services on project management at various stages of their project; find out about technical festivals that they can participate into. Involve the end-users into the services they expect from us; and accordingly develop the skills to provide the same in the form they expect from us. Also learn to work in a team, be a good team leader or if you do not head the Library, learn the skills of servant leadership which will help you really grow.

Jealousy is another factor that is very common in woman professionals which needs to be tackled very critically, as it not only hampers personal growth but also the growth of the Library as an organization. Instead we should use the team to work more with complementarity and appreciate the fact that “together we can do better”. This attitude not only helps the organization be Dynamic but also it helps the team get a sense of belongingness to the organization as much. Some of us can also think of working on some subjects – especially in the field of Research Methodology – the topic of Literature search and literature review. It may be essential to work on the domain specific needs, as it will open some more opportunities and provide a platform to transcend the present image of Librarians. There are ample such avenues in which we can work with co-ordination and complement the needs of the organization as a whole.

We can also look into Learning commons models or even work on concepts of new spaces in the library like a “Makerspace”. We could also

work on networking expertise across the campus and also across our own profession to fulfill the skills needed of our Patrons. All we need to do is know the Educational Objectives, the Learning outcomes of the education system and recognize the gaps and see if we can fulfill them for the institute either directly or indirectly.

Its making space for ourselves- if we are not provided with one! Its about sometimes not bothering much about recognition but about meeting goals. We need to have a high self esteem and have a "I Think I Can" attitude!

Understanding Harmony, roles, responsibility and values

Most women in all professions not just in Librarianship, find it difficult to balance career and family, which hinders their personal career growth or leads to broken relationships, in-turn leading to stress and health issues. This is where we as a woman need to understand the Harmony in our own-self as an Individual, harmony in family, in society and also with Nature/existence to live our lives according to our Natural Acceptance.

By natural acceptance I refer to the innate faculty that exists in each one of us to which we refer to; for example – is living in relationship with everyone Naturally acceptable to me or living in opposition? The answer that comes naturally to us is – Living in relationship – this is what is Naturally Acceptable to us; its a different point that we are not able to live like that due to lack of right understanding.

Harmony in Individual would mean to understand that a human being is a co-existence of Body and Self; the needs of two are different for example we need food, shelter and clothing for our body to nurture and protect it; that can be fulfilled by physico-chemical things; the needs of the self are Happiness, respect, trust etc. which can be fulfilled only with right understanding and right feeling in the self.

The needs are to be fulfilled separately. This basic right understanding will help us know our needs and work accordingly. For example we cannot gain respect with clothes, a simple understanding that clothes are for protection of my body and not something that will gain me respect, it might even get me jealously in turn. We need to also closely view the activities in our self that is; desires, thoughts and expectations as that will decide our behavior with other humans and also impact our work.

Harmony in family – can be achieved by having the right understanding about the feelings in relationship as Relationship is between one self and the other self, not between bodies per say. There are nine definite feelings in relationship that one must understand rightly namely – Trust, Respect, Affection, Care, Guidance, Reverence, Glory, Gratitude, Love. With Trust being the foundation value for relationship and Love being the complete value.

Trust – is to be assured that the other is for my happiness. There should not be any doubt on intention but we need to see the competence of the person – that is what he/ she has equated – happiness to; which will decide the thought process and the behavior of the person.

Respect – right evaluation of the self, about the understanding, about the thought process; respect in terms of any thing other then this would mean differentiation. Even differentiation that we are women is disrespect to our own cult. And thus the movements all around the globe.

Affection – feeling of being related to the other; one naturally feels related to the other when one has the feelings of Trust and Respect in oneself for the other, Responsibility and commitment for mutual fulfillment. And Absence of Affection = Opposition, Jealousy.

Care - Feeling of responsibility toward the body of my relative. The responsibility & commitment for nurturing and protecting the Body of my relative.

Guidance - Feeling of responsibility toward the self(I) of my relative. The responsibility & commitment for ensuring Right Understanding and Right Feeling in the self(I) of my relative.

Reverence- The feeling of acceptance for the excellence in the other – Excellence here would mean one who has understood the four levels of harmony is able to live according to it.

Glory - Feeling for those who have made effort for excellence

Gratitude - Feeling for those who have made effort for my excellence

Love - the feeling of being related to all (Complete Value)

Harmony in society – will be possible if there is a feeling of Justice - Recognition, Fulfillment & Evaluation of Human-Human Relationship, leading to Mutual Happiness.

Harmony in Nature/Existence – Understanding the natural acceptance of each of the four units – matter, animal/birds, plants/trees, humans and living accordingly by understanding the complementarity between each of the units and not disturbing the same.

Understanding my role, duties and responsibilities – we will be able to see our role when we start being in harmony in our self first and then in the process to establish the the harmony between all levels we will be able to see our roles we can play at each level - in profession we have ample of opportunity to develop the harmony in the society through our services.

Duties vs responsibilities – Duty is something that is assigned to us, we may do it or we may postpone it or may not do it. We may even not do it properly even though we are expected to; the duty can be replaced or done by others in case I don't do it myself. Whereas Responsibility is something for which there is no alternative; only I have to do it and I am only responsible for it.

Thus we need to evaluate how much of our profession are we taking as a 'duty' and how much of it as a 'responsibility'.

My value – can be decided when I recognize my responsibilities/ roles and fulfill them; the more I participate, the more is my value!

Moving towards Excellence

Having understood excellence – depends on understanding the harmony at all four levels and recognizing our roles and responsibilities accordingly and living by that, fulfilling them with the sense of justice and creating a value for our own self.

Also note Excellence and competition are not similar. In excellence, one helps to bring the other to her level and as against in competition, she hinders the other from reaching to her level. Excellence is Absolute & Definite whereas Competition is always relative, with no definite state, no point of completion. Thus let us also decide whether we want to remain special or move towards Excellence.. as we respect people for their

efforts of Excellence; for their participation/ contribution in our life and not necessarily for the post, money, looks, religion, caste, creed, sect, belief systems, nationality or GENDER...

Build your value with your own participation, understand the roles you can play and spread your essence of living from individual to the entire existence through the opportunity you have got in this profession which has Every possibility for our transcendence...Live with EXCELLENCE is my message to the Woman in this noble profession of providing the Right Understanding in the Self of every individual who comes in your contact face to face or virtually. We have a higher goal and an important role in building our Next Generation both on campus and off campus.

A library is a place that is a repository of information and gives every citizen equal access to it. That includes health information. And mental health information. It's a community space. It's a place of safety, a haven from the world.

Neil Gaiman

Perhaps no place in any community is so totally democratic as the town library. The only entrance requirement is interest.

Lady Bird Johnson

Women's Contribution to Librarianship

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Librarianship is a so called feminized profession. In the past 20 years the number of women librarians has increased. Today young women are accepting librarianship as a profession. Increasing number of young women indicates that there is more contribution towards the library profession. On the other hand, many women librarians have also demonstrated the possession of excellent executive ability. Their knowledge and intelligence is not a small share to the present prosperous condition of our profession.

A woman librarian has acquired competency in applying theory and technology to the creation, selection organization and utilization of collections in all formats. It is not only to recount the women's achievements and contribution to our profession but women's experiences and perspectives should be the main concern in library profession. Many special libraries in larger cities are being headed by the women. Despite of that, women remain underrepresented overall in all top levels of librarianship.

At the highest level of administration in Academic Libraries women still not have achieved parity. The percentage of women holding Director's positions is still lower in the overall percentage of women working in Academic Libraries.

According to the Year 2015-16 Survey of AISHE (All India Survey of Higher Education), there are total 58036 Librarians are working in Colleges, Universities and other academic Institutions in India. Among them 37323 are male while 20713 are women Librarians. It is 35.68 % of total Librarians working in Academic Libraries. The total number of male and female Librarians in top positions is 8931 and 6042 respectively. It is also 40.35% of total Librarians holding the position of Chief Librarians. In Gujarat State there are 1979 Librarians are working in Academic Libraries, among them 834 are women Librarians. 771 Librarians are working as Chief Librarians but women librarians are 337. According to the Directory of Librarians in Gujarat published by the ADINET-Ahmedabad Library Network there are about 2500 Libraries in

Gujarat. The 1322 Libraries have Librarians and the number of female librarians is 351. It is 26.55 % of the working females in Gujarat.

Before analyzing the Contribution of women in the context of Librarianship, it is necessary to understand the overall position of the women in the Country. As per the 2011 Census of India, the Contribution of Indian Women in Parliament is 10%, in Labor Force it is 28.8% and attendance of Secondary Education is 26.6%. Female literacy rate is improved from 8.9% in 1951 to 65.5% in 2011 but still it is below the World average rate of 79.7%. The representation of women in organized sectors of employment is 25.5%. In Gujarat the work participation rate of women is 23.38% against the male participation rate of 56.76%. UNDP has published a Report on Gender Equality in Public Administration in 2014. It is an important resource to understand and analyze the various factors which affect the women to participate equally.

Earlier the social and cultural factors imposed restrictions on women to enter in a job market. It is always difficult to balance family and career. It is not easy to raising the children and maintaining full time successful career. Woman do not wish to compromise her traditional role of mother and home maker, but the flexible working hours and the socio-economic conditions have made this profession an increasingly chosen form of employment for the woman. It is a general perception that women are not suitable for managerial positions because they cannot handle a large staff. For female it is difficult to balance the demands of management with those of the family.

Insufficient capacity building and on-the-job professional development is frequently identified by women as a barrier to equal participation and empowerment, particularly regarding promotion. Most women especially married women cannot attend career related programs organized outside the city of work. Therefore when promotions are considered by seniority and professional degrees, the assessment reports do not reflect any additional qualification or achievement. Job mobility and career interruption are often identified as issues commonly associated with women's careers. Mobility of women is not acceptable in Indian family, because Security of a woman is a major factor in Indian family. Women frequently take leaves from the work, these are more usually personal or family related leaves.

As soon as you born as woman people start limiting your possibilities, regardless of what qualities you display. Although women are playing a

vital role in the family, society and the development of their country, they receive less respect. Women professionals are often satisfied with the qualifications and earnings, which place them at a convenient level. In some cases male subordinates do not follow the orders and instructions of female Head, not only that, but they often create such hindrances that do not let the female leaders execute their powers.

There is no provision of job rotation, when one person gets the top level post according to the seniority, he enjoys the position till his retirement, and sometimes it happens that the next more eligible person retires before getting the higher post. We have various associations like academic librarians association, special libraries association, college librarians association, but we do not have any association of women librarians. If we have such association we can share our ideas and problems for the betterment of the women librarians. There are some other factors which stop the women to accept the higher post.

- Academic Degrees
- Family support
- Mentors: Women / Men / Both
- Networking, Informal
- Professional services organizations
- Role Models
- Tenacity

Conclusion

Everybody has a right to participate equally in public life, but it remains the ongoing challenge to achieve women's equal participation, especially in decision making. Unfortunately less attention and support has been given to promoting women's leadership. The status of women in librarianship cannot be assessed without a consideration of women's general status in society, as well as the relative positioning of librarianship in the broader world of work. Actual status of the women in any society will absolutely mean by the power enjoyed, followed by the prestige and privileges. Increased awareness of gender bias is needed by all persons concerned in the selection of top level posts. Many women Librarians have provided significant leadership in the profession. They should mentor the other women, including young women. Suitable training facilities relevant to women's special needs should be organized at local level so that they are equipped to handle the new environment in Libraries. More and more research should be conducted on the status of women; this would help to improve the present situation within the library system.