

AMERICAN LIBRARY ASSOCIATION -

INTERNATIONAL RELATIONS COMMITTEE

*Committees-*

*AMERICAN LIBRARY ASSOCIATION  
OFFICIAL FILE*

Minutes of Meeting, Saturday, June 28, 1980, 9:30 a.m.-12:15 p.m., Barbizon-  
Plaza Hotel, Studio A, New York City

Present: Ralph Blasingame, Jane Franck, Richard Gardner, Doralyn Hickey,  
E.J. Josey, Allen Veaner, Lou Wetherbee, Jean Lowrie, Chair

Guests: Charlotta Hensley, Hans Panofsky, Russell Shank, Sarah Vann

Staff: Jane Wilson, International Relations Officer  
Kathy Lucisano, student staff

FIRST SESSION

I. The meeting was called to order by the IRC Chair, Jean Lowrie. Members of the Committee introduced themselves. Minutes of the Midwinter meetings of the IRC were approved with the following corrections:

1. January 19, 1980, p. 1. Guests: line 1, correct name to Filion.
2. January 21, 1980.
  - a. p. 1. Guests: line 1, add i to Josephine; line 6, add z to Fritz .
  - b. p. 2. 4th paragraph, line 4 add after word..."to": "consider the possibility of drafting"... omit word "draft".
  - c. p. 2. Section VII, change line 7 to read..."committee recent letters did not convey any new information. Therefore, the..."
  - d. p. 3. Section VIII, line 6, correct dates to read: "July 14-18, 1980."
  - e. p. 5. Section XIV, last line to read..."as well as participated in a panel discussion."

- II. Lowrie requested that a report from Ted Waller on the World Congress of the Book be added to the IRC Agenda for Tuesday, July 1, 4:30-5:30 p.m.
- III. Charlotta Hensley, representative from the ALA Committee on Planning, reported briefly on the Survey of the Priorities of Membership. In the fourth choice of priorities, Table V, International Relations was number 25. The question was raised as to what degree is the Committee on Planning trying to find out what the majority of those answering the questionnaire want as high priority and to what extent is it interested in continuing steady kinds of special interests that now go on in the Association, such as international relations, library research, service to the disadvantaged. It was suggested that a statement on how the Committee on Planning sees these special interests and needs would be helpful.
- IV. Jane Wilson briefly described the highlights of her annual report. (Annex I)
- V. Jean Lowrie, member of the NCLIS Task Force on International Relations, reported on the February and May meetings of the Task Force which is chaired by Robert Chartrand of the Congressional Research Service, Library of Congress. The February meeting was primarily a brain storming session. As a result Joseph Becker and Brigitte Kenney were commissioned to prepare a position paper on the objectives and functions of a NCLIS Task Force on International Relations. The paper analyzed information exchange activities at the federal level and recommended that the Task Force should become a permanent body with a staff.
- VI. Lou Wetherbee reported that she had done a literature survey on exchange of library personnel. (Annex II) Doralyn Hickey presented a proposal for an International Library Exchange Handbook: A Prospectus. (Annex III) Hickey suggested that the next step might be to prepare a model country listing as an example. Following considerable discussion, it was agreed there was a need for further exploration of the concept. A subcommittee was appointed consisting of Allen Veaner (Chair), Richard Gardner, Doralyn Hickey and Lou Wetherbee, to consider the matter further.
- VII. Jane Wilson reported on the correspondence she had received from the International Congress Office of the U.S. Travel Service asking if the ALA would be interested in extending an invitation to IFLA to hold its 1985 meeting in the U.S. She suggested that if such an invitation were extended it should come as a joint

invitation from all of the U.S. Association Members of IFLA, not just the ALA, and that it should be held in some other American city than Washington, D.C. It was pointed out that the 1985 meeting will be both a Conference and Council Meeting. Following discussion, the Committee approved the following motion made by E.J. Josey:

That the IRC urge the Executive Board of the American Library Association to invite the participation of the professional library associations of the U.S.A. and the U.S. Institutional Members of IFLA to join ALA in inviting IFLA to hold its 1985 meeting in the U.S.A. The matter will be discussed at a meeting of the U.S. Association Members of IFLA on Sunday, June 29.

[At the meeting of the U.S. Association Members of IFLA on Sunday, June 29, 1980, it was agreed that Lowrie would extend an invitation to IFLA to meet in the U.S. in New York City in 1985 on behalf of all the U.S. Association Members of IFLA.]

VIII. The Committee considered the Statement on Professional Ethics and indicated that it had no further comments to make as a group on the statement.

IX. The Committee considered the draft of an international relations brochure prepared by the IRO. There was considerable discussion of the audience for whom such a brochure should be designed and various suggestions, both substantive and editorial were made of the draft. There was also discussion of the possibility of developing a flyer-type brochure with a very popular approach to gain more visibility for international relations within the Association. It was pointed out that issuance of such a flyer was more appropriate for the IRRT which is the membership unit within ALA devoted to international relations; therefore, the brochure developed by the IRC should be more substantive. A subcommittee consisting of Jane Franck (Chair), E.J. Josey, Jean Lowrie and Jane Wilson, ex officio member, was appointed to prepare a draft brochure.

X. Doralyn Hickey reported for the Subcommittee on Funding for International Representation. A Report on Results of IRC Overseas Travel Survey prepared by Lou Wetherbee was distributed (Annex IV) as was a proposal on Funding International Representatives: The Problem and a Possible Solution prepared by Hickey. (Annex V) This proposal for the establishment of an independent foundation to fund such travel will be presented to the meeting of the U.S. Institutional Members of IFLA on Sunday, June 29.

- XI. The IRO indicated that ALA's request for a renewal of The Asia Foundation grant to support Asian library school student travel to conferences has now been outstanding for almost two years due to the financial situation of the Foundation. It appears unlikely that the Association will receive such funding in the immediate future; therefore, she suggested that the Committee might wish to consider abolishing the Grants Subcommittee for the present. The Subcommittee also administers the Bogle Fund which allows for the periodic selection of a non-Asian student to receive conference travel grants. Prior to Conference, the IRO distributed background material on the Bogle fund. The IRO suggested that the Committee might wish to consider recommending a new use for the Bogle Fund. It was decided that the Grant Subcommittee with the same membership would continue but with a new charge to explore the future use of the Bogle Fund.
- XII. The IRO reported that, at the request of the IRC, she had written to the ALA division presidents and unit chairpersons notifying them of the forthcoming Combined Library Associations Meeting in Christchurch and indicating that the IRC would consider the possibility of organizing a tour to Christchurch if there was sufficient interest. Since only 4 affirmative replies were received, it was agreed that no tour would be organized. Those wishing to go on their own, but as representatives of the ALA, must meet the criteria established in the Guidelines for Selection of Representatives to International Conferences, Meetings and Assignments.
- XIII. The meeting was adjourned at approximately 12:15 p.m.

REPORT OF THE INTERNATIONAL RELATIONS OFFICER ON ALA'S  
INTERNATIONAL INVOLVEMENT 1979 - 1980

This is the fourth annual report of the International Relations Officer (IRO) on ALA's international involvement. The IRO continues to be responsible for handling international relations activities at ALA Headquarters, including serving as staff liaison to the International Relations Committee (IRC) and the International Relations Round Table (IRRT). The IRO serves as a liaison for international activities with other national, regional and local library organizations and, at the same time, coordinates the ALA's international relations activities and interests with IFLA and other international organizations, with the Department of State, the International Communication Agency and with related library organizations.

IFLA (INTERNATIONAL FEDERATION OF LIBRARY ASSOCIATIONS AND INSTITUTIONS)

The 45th IFLA Congress and Council Meeting was held in Copenhagen, Denmark, August 27 - September 1, 1979. 1021 delegates and 138 accompanying persons were registered making this the largest IFLA meeting ever held with the exception of the 1977 IFLA World Congress of Librarians. The U.S. delegation numbered 96 making it the second largest delegation present exceeded only by the Danish delegation which numbered 145. During the week the various IFLA sections and divisions sponsored various program meetings which featured some 112 speakers of which 24 were from the U.S.

The ALA was officially represented at the Council meeting by the ALA President Thomas Galvin, the designated ALA voting representative. Two members of the ALA staff were in attendance, Eileen Cooke, Director of the ALA Washington Office who spoke on the subject of statistics in support of legislation for libraries at a meeting of the Section on Statistics, and Jane Wilson, International Relations Officer, as were two members of the ALA International Relations Committee: Chair Jean Lowrie and Doralyn Hickey.

At the closing Council Session, ALA President Galvin extended an invitation to the delegates to attend both the First White House Conference on Libraries and Information Services and the 1980 ALA Annual Conference since a special feature of the New York Conference will be a colloquium on the topic of national information policy and America's role in the world information community which will precede it.

A detailed report on the IFLA meeting was prepared by the International Relations Officer and distributed to the ALA Executive Board, the International Relations Committee, and the U.S. Institutional Members of IFLA. The report was also printed in the Fall 1979 issue of Leads, the publication of the ALA International Relations Round Table.

IFLA ELECTIONS

The 1979 IFLA Council Meeting included elections for the IFLA Presidency and five members of the IFLA Executive Board. Earlier, the U.S. Association and Institutional Members of IFLA had joined in nominating Jean Lowrie (Western Michigan University) as a candidate for the IFLA Executive Board. As agreed at the first IRC sponsored meeting of the Institutional Members of IFLA, the International Relations Officer serves as the coordinator in trying to insure that all U.S. Institutional Members of IFLA votes are cast at the appropriate IFLA Council meetings. During July, a follow-up

memorandum (the original having been distributed in May 1979) was sent to approximately 100 U.S. Institutional Members of IFLA regarding the voting of their proxy votes in Copenhagen if a voting delegate was not to be at the meeting. The International Relations Officer carried 32 proxies to Copenhagen which were distributed to the 28 official delegates of U.S. Institutional Members of IFLA present as well as to several Canadian and one Mexican delegate. In addition to soliciting the proxy votes, a letter, signed by the ALA Executive Director, supporting the candidacy of Jean Lowrie for the IFLA Executive Board was air mailed to all non-U.S. Association members of IFLA on July 2, 1979. In late July the International Relations Officer also sent out notices calling for a caucus of all U.S. IFLA voting delegates on Sunday evening, August 25 at the Copenhagen Admiral Hotel. Almost every U.S. delegate attended this meeting which was chaired by the voting delegate from the Library of Congress, William Welsh. On Monday, August 26, Jean Lowrie won election to the IFLA Executive Board with the third highest vote in a field of thirteen.

U.S. NATIONAL COMMITTEE FOR THE UNESCO GENERAL INFORMATION PROGRAM

During the past year, the ALA has continued its active participation in the U.S. National Committee for the UNESCO General Information Program (USNC UNESCO/PGI). The Committee serves as the central coordinating body responsible for representing and promoting the needs, interests and news of the U.S. national information community, primarily with respect to the UNESCO/PGI.

The Bureau, the governing body of the committee, has held five meetings since July 1, 1979 and the International Relations Officer has continued to serve as the Secretariat for the Committee. The ALA Executive Director is the Chair. The Third Plenary Meeting of the Committee was held at the Library of Congress on March 26, 1980 and a brief account of the meeting, prepared by the International Relations Officer, appears in the LC Information Bulletin for May 16, 1980. John E. Forbes, Chair of the U.S. National Commission for UNESCO and former Deputy Director General of UNESCO was the featured speaker. Election results for officers and bureau members for the next two years were announced: ALA Executive Director Robert Wedgeworth was re-elected Chair, Vladimir Slamecka (Georgia Institute of Technology) Vice Chair, and Paul G. Zurkowski (Information Industry Association) Treasurer. Other members of the Bureau are Joseph Becker, (Becker & Hayes), Mary Corning (National Library of Medicine), Irene S. Farkas-Conn (American Society for Information Science), Ralph McCoy (Association of Research Libraries), James E. O'Neill (National Archives and Records Service), Michael McReynolds (Society of American Archivists) and William J. Welsh (Library of Congress).

During the past year the Committee has continued to coordinate the formulation of recommendations to the U.S. State Department regarding the UNESCO/PGI, including the proposed Triennial Program for UNESCO/PGI for 1981-83, and to recommend members of the Committee to serve on U.S. delegations to various UNESCO/PGI meetings. The most important activity of the Committee was the hosting of a "Seminar on Information for Problem Solving in Socio-Economic Development", the fourth UNISIST Meeting on the Planning and Implementation of National Information Activities in Science and Technology. Representatives from some 21 countries and the U.S. participated in the seminar which was organized by UNESCO within the framework of the PGI and managed by NTIS (National

Technical Information Service) with funding from both UNESCO and the Agency for International Development. Both the ALA Executive Director and the International Relations Officer attended the meeting which was held in Reston, Virginia, May 5-9, 1980.

#### U.S.-U.S.S.R. LIBRARY EXCHANGES

At a meeting at ALA Headquarters in May 1979 following the First Soviet-American Library Seminar, V. V. Serov, leader of the delegation, proposed that a return seminar be held in the Soviet Union in 1980 and that this be followed by a series of seminars dealing with specialized topics. At its meeting in Dallas, the IRC considered the Soviet proposal and recommended six topics for discussion in Moscow. A revised proposal was prepared by the International Relations Officer and on Tuesday, August 28, 1979, during the IFLA meeting in Copenhagen, ALA President Galvin, IRC Chair Lowrie and the International Relations Officer met with V. V. Serov, and four of his colleagues, to discuss the proposal. The Soviets accepted the seminar topics as proposed and suggested holding the Seminar early in October 1980. In late December, at the behest of the International Communication Agency, a formal proposal was prepared by the International Relations Officer requesting funding to allow seven U.S. librarians to participate in the Moscow seminar. At approximately the same time, the Soviets invaded Afghanistan and the proposal was held in abeyance by both ICA and ALA.

In February 1980, the ALA Executive Director participated in a meeting of the American Association for the Advancement of Science affiliates and with the AAAS Consortium on International Programs to consider the future of scientific and scholarly exchanges with the Soviet Union. A report on this meeting was submitted to the ALA Executive Board at its spring meeting with the suggestion that the Board might wish to consider postponing ALA participation in the seminar. The Board so acted and the International Relations Officer prepared a letter for President Galvin's signature indicating that "... at its May 1980 Meeting, the ALA Executive Board decided to postpone ALA participation in the Moscow Soviet-American Library Seminar planned for Fall 1980 until such time as the Soviet Union ceases its occupation of Afghanistan and withdraws all of its military forces from that country. The ALA strongly supports the principles of international conduct as expressed in the Helsinki Final Act and hopes that the Soviet Union will soon do likewise so that further exchange of ideas on current library developments and problems of mutual concern among Soviet and American librarians can continue. In the meantime, and in accordance with Basket III of the Helsinki Final Act, the Association is still planning to publish the proceedings of the First Soviet-American Library Seminar as well as the reports of the two ALA delegations to the Soviet Union."

#### U.S. FRENCH LIBRARY EXCHANGES

As reported last year, during the 1978 IFLA Meeting in Strbske Pleso, C.S.S.R., the Executive Director, IRC Chair Jean Lowrie, and the International Relations Officer met with a group of French librarians headed by Marc Chauveinc, President of the Association des Bibliothecaires Francais, to discuss the possibility of instituting an exchange of librarians between the two countries. A draft proposal for such an exchange was prepared by the

International Relations Officer. At the IFLA meeting in Copenhagen, a second conversation took place between Marc Chauveinc and several of his colleagues and President Galvin, IRC Chair Jean Lowrie and the International Relations Officer. A draft copy of a proposal for two planning missions (one to France and one to the U.S.) to develop a program of exchange of librarians between France and the U.S. was given to Chauveinc. In late December, the proposal was submitted to a federal funding agency but was turned down due to the new program emphasis of the agency. In May, the proposal was slightly modified for submission to another possible funding source.

#### CHINESE DELEGATION FROM ISTIC

In December 1979, at the request of the Library of Congress, the International Relations Officer arranged for the six day Chicago portion of a study tour by a Survey Delegation from ISTIC, the Institute of Scientific and Technical Information of China. The delegation consisted of the Deputy Director of the Institute, Wang Wei, the Secretary of Foreign Affairs of the Institute and the group's translator, Lui Zhao Dong, an Engineer who was the Director of Operations, Yang Hong Ren, the ISTIC architect, Lan Bai Li, another architect. Another engineer and the Deputy Director of the Planning Division of the Bureau of Municipal Planning of Beijing were also in the delegation. The primary purpose of the mission was to study library buildings in this country and they brought with them three sets of drawings for a new Institute building. Visits were arranged to the Joseph Regenstein Library of the University of Chicago, the John Crerar Library, the Illinois Institute of Technology Research Institute, the Main Library of Northwestern University, the new Illinois Regional Library for the Blind and Physically Handicapped, and the Library of Argonne National Laboratory. The group also visited the architectural firm of Skidmore, Owings and Merrill and were entertained in her home by ALA President-Elect Peggy Sullivan.

#### VISITORS TO ALA HEADQUARTERS

During the past year, numerous foreign librarians have visited ALA Headquarters including the above mentioned delegation from ISTIC. Usually such visits last at least half a day and, when possible, small luncheons are arranged so the visitor will have an opportunity to talk with other members of the staff at some length. Visitors this year have included the following:

HAROLD WEIR (and Mrs. Weir) Commonwealth Parliamentary Librarian of Australia. The Weirs also attended the ALA Annual Conference in Dallas.

RUSSELL BOWDEN, Deputy Secretary of the Library Association (U.K.) London. Bowden also attended the ALA Annual Conference in Dallas. Programming of his visits to Chicago, New York and Washington were arranged by the International Relations Officer.

DAVID ODDOYE, Deputy Director of the Ghana Library Board, Accra, Ghana.

CHUJI MATSUTANI, Head of Technical Services at Sophia University, Tokyo, Japan.

SUE PHILLIPS, Assistant to the Director of the Library Association of Australia.

M. E. BOUSCARLE, a French librarian working at the University of Gabon in Libreville.

JOSEPH D. HENDRY, Chief Librarian of the Renfrew District Library Service which is near Glasgow. Hendry was in this country for a month on a Sir Evelyn Wrench Travelling Fellowship sponsored by the English Speaking Union of Great Britain and the Commonwealth.

JOYCE ROBINSON, Executive Director of JAMAL (Jamaican Movement for the Advancement of Literacy). Mrs. Robinson, who was the 1979 Carl Milam Lecturer, gave a presentation to the ALA staff on the work of JAMAL. Also present were two Jamaican school librarians, GLORIA CLARKE and VELMA KING.

JOSE TAVARES DA SILVA FILHO, Universidade Federal de Rio de Janeiro, Brazil.

IGNE MARKVARDSEN, a Danish librarian from Copenhagen in this country on a Danish grant studying library service to young adults.

SHOZO NAKANO, Collection Development Librarian of the National Diet Library, Tokyo, Japan.

T.S.K. IYENGAR, then librarian of the Indian Institute of Science in Bangalore and now Director of the National Library of India in Calcutta.

JOHN ADAMS, Lecturer, Department of Librarianship, Royal Melbourne Institute of Technology, Melbourne, Australia.

TRIS MARTAWARDAJA, Center for Library Development, Department of Education and Culture, Djakarta, Indonesia.

ONIL DUPUIS, Research Officer, Conference des Recteurs et des Principaux des Universites du Quebec, Montreal, Canada and President of the Organizing Committee for the 48th IFLA Conference to be held in Montreal in 1982.

JAMUNA SANYAL, Reference Librarian, American Embassy, New Delhi, India.

SANDRA CHI, Branch Librarian, American Institute in Taiwan, Kaohsiung, Taiwan.

J. E. TRAUE, Chief Librarian of the Alexander Turnbull Library, National Library of New Zealand, Wellington.

SOLEDAD FERREIRO SERRANO, Director of Libraries at the Catholic University in Santiago, Chile.

ESTHER WININAMAORI WILLIAMS, Senior Assistant Librarian, University of the South Pacific, Suva, Fiji. Mrs. Williams is traveling in this country on an Asia Foundation grant and is attending the ALA Annual Conference in New York.

RUI-LAN KU WU, Chief, Periodical Division of the National Central Library, Taipei, Taiwan.

#### OTHER RESPONSIBILITIES

In addition to the activities mentioned previously, the International Relations Officer continues to be responsible for answering most correspondence received at ALA Headquarters, or referred to Headquarters, relating to IFLA and other international matters. Many foreign librarians again wrote requesting assistance in planning visits to U.S. libraries and much correspondence is also carried on with those hoping to attend the ALA Annual Conference.

During the past year, the International Relations Officer has also prepared a final report to the International Communication Agency on the First Soviet-American Library Seminar and tour of U.S. libraries by the Soviet delegation; prepared an appropriate statement on the 25th Anniversary of the Department of Library Science at the University of Ankara for inclusion in a Festschrift (a former ALA project); attended a pre-White House Conference on "The International Information Exchange" and the White House Conference as an observer. During the White House Conference the ALA Executive Director hosted a reception on Sunday evening for international guests and on another afternoon IFLA Executive Board member Jean Lowrie and the International Relations Officer attended an informal meeting of the Latin American observers. During the week of March 2-7, the International Relations Officer served on a review panel for the Division of International Education of the U.S. Office of Education to evaluate applications submitted to the Citizen's Education for Cultural Understanding Program for funding.

In January, the ALA Executive Board approved ALA sponsorship of an ALA tour to China which includes attendance at the IFLA Conference in Manila as well as brief visits to Bangkok and Singapore. The International Relations Officer has arranged for several mailings on this tour as well as for publicity to ALA members on the IFLA Manila tour arranged by IFLA Executive Board member Jean Lowrie. In addition, the Association is arranging for the library tours in Bangkok, Singapore and China. As of June 23, twenty-six persons have signed up for the ALA IFLA Manila/China tour.

Recently, the International Relations Officer has worked with the National Committee on United States-China Relations, Inc. which is programming the group of Chinese college and university librarians attending the ALA Annual Conference in New York. Besides advising on their itinerary, plans have been made for a briefing session in New York at which time incoming IRC Chair, Russell Shank, a member of the U.S. delegation of librarians that visited China in September 1979, will provide an overview of college, university and research libraries in this country. Yen-Tasi Feng, Chair, ACRL Asian and African Section, and the International Relations Officer will also be present.

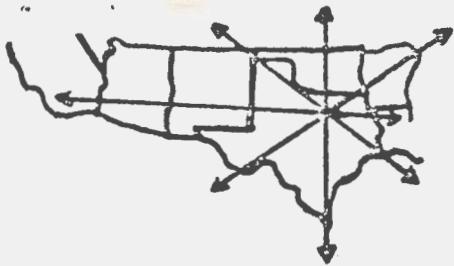
#### PLANNING IN THE AREA OF INTERNATIONAL RELATIONS

In January, the ALA Executive Board approved the "Criteria for Selection of Consultants to Serve Abroad", the last in a series of three policy statements submitted by the IRC in the past three years. A preliminary draft

of a proposed International Relations Brochure has been prepared by the International Relations Officer for discussion at the meetings of the IRC during the Annual Conference in New York while a subcommittee of the IRC has also prepared a report on the development of a Handbook on the Exchange of Library Personnel. All of these will be useful components in the Association's international relations program.

As a next step, it would seem appropriate for the IRC to begin to develop a long-range priority program for the Association's international activities since the ALA's financial resources in this area are limited. Indeed, the IRC may wish to identify an area of the world in which a major effort might be developed. At the same time, there is a need to develop a method of implementing requests (travel proposals) for participation of U.S. librarians in meetings sponsored by foreign library associations or similar groups as part of the Association's program of encouraging the professional development of its members in the international arena.

Jane Wilson  
ALA International Relations Officer  
June 1980



# AMIGOS BIBLIOGRAPHIC COUNCIL, INC.

ANNEX II

June 3, 1980

TO: ALA International Relations Committee  
FROM: Lou Wetherbee (Subcommittee on Exchange of Personnel) *LW*  
SUBJECT: IRC Exchange Brochure

The literature on library personnel exchange programs has been reviewed. The great majority of published materials is composed of first person reports of exchange experiences. There is no currently available U.S. handbook or guide for exchange of library personnel; therefore IRC would provide a valuable service by publishing one. The closest thing to a guide is a European publication called:

MEILLEUR: Mobility of Employment, International, for Librarians in Europe, by Anthony Thompson.

This Library Association publication details the library environment in the European community and includes library education, standards and the addresses of pertinent professional organizations. A sample entry is appended.

Jane supplied me with a packet of information which she uses to answer requests from exchange seekers. Much of this information is quite useful and could be used in the handbook.

I solicited comments from the library community through a notice in LJ Hotline. No really useful comments resulted, although one respondent agreed to meet with me at ALA to give her thoughts in information to be included in our handbook. I also solicited comments from several U.S. and two foreign associations. Their replies are attached.

#### Recommendation:

Since no formal exchange bureau exists, ALA could assist exchange seekers by publishing a small handbook on exchange. This handbook should be distributed free by the IRO. It should contain a synthesis of the information now distributed or available to the IRO and possibly addresses of pertinent national and international library agencies.

A recommended outline is given below:

### Exchange Handbook Outline

- I. Introduction
- II. Exchange opportunities for U.S. citizens abroad
- III. Exchange opportunities for non U.S.citizens in the United States
- IV. Library education opportunities in the U.S.
- V. Before you go abroad...Suggestions for a successful overseas experience
- VI. Useful addresses
- VII. A list of readings



7 Ridgmount Street, London WC1E 7AE Tel. 01-636 7543 Telex: 21897 LA LDN G

23 April, 1980.

Ms. Louella V. Wetherbee,  
Director,  
Member Services,  
Amigos Bibliographic Council,  
11300 North Central Expressway,  
Suite 321,  
Dallas,  
Texas 75243,  
U.S.A.

Dear Ms. Wetherbee,

Thank you for your letter on the subject of an information service on exchanges. Officially the Library Association no longer operates an exchange scheme. In the late 1960s and early 1970s a formal exchange scheme existed between the American Library Association and Library Associations in the Commonwealth and this Association but in the economic climate that prevailed from 1973/4 which resulted in a reduction in the number of posts, particularly in the public libraries, available to accommodate exchangees, the scheme had to be abandoned.

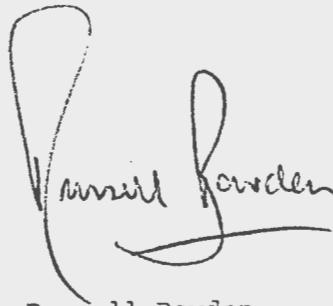
Recently, there appears to have been a spate of enquiries for exchanges not only from America and Canada but also from countries in Europe. Unofficially, the Library Association has given advice and some assistance in arranging these. Recently, during the course of a visit as a guest of the ALA to the ALA Headquarters, and also a visit to the Canadian Library Association, I have had impressed upon me the need to establish machinery to facilitate the exchange of librarians. However, the economic climate in this country has not improved the availability of posts into which exchangees can be inserted and the resources in the Secretariat have not made the position any easier either.

Your letter, therefore, raises some fundamental issues that I shall need to consider and to place before my Council. This I shall do and will hope to be able to respond with some positive proposals in the Autumn.

/..

I hope that this time-scale is not too long. If it is, please do not hesitate to tell me.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Russell Bowden". The signature is fluid and cursive, with a large, stylized 'R' at the beginning.

Russell Bowden  
Deputy Secretary-General

MAY 5 1980

# new york library association

60 east 42 street suite 1242 new york ny 10017 (212) 687-6625

April 24, 1980

Ms. Louella V. Wetherbee  
Director, Member Services  
AMIGOS  
Bibliographic Council, Inc.  
11300 North Central Expressway  
Suite 321  
Dallas, Texas 75243

Dear Ms. Wetherbee:

At this time, the New York Library Association does not have any librarian exchange programs. All inquiries received at this office are now referred to IFLA.

Should we inaugurate a program at a future date, we will so advise.

Your publication will be a useful guide, and we wish you well in the endeavor.

Sincerely,



(Mrs.) Dadie Perlov, CAE  
Executive Director

DP/eeh

MAY 7 1980



# Canadian Library Association

151 Sparks Street, Ottawa, Ontario K1P 5E3 Telephone: (613) 232-9625

Canadian Association of College and University Libraries • Canadian Association of Public Libraries  
Canadian Association of Special Libraries and Information Services • Canadian School Library Association  
Canadian Library Trustees Association

April 29, 1980.

Ms. Louella V. Wetherbee,  
Director, Member Services,  
Amigos Bibliographic Council, Inc.  
11300 North Central Expressway, Suite 321,  
Dallas, Texas 75243.

Dear Ms. Wetherbee:

In reply to your letter of April 11 concerning the administration of overseas exchanges, I regret to say that we have no standard procedures, or handbooks to pass on to you.

We do arrange reciprocal visits from time to time, but always on an ad hoc basis.

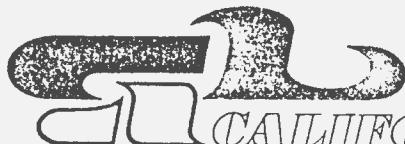
May I take this opportunity to wish you success in your project.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Kitchen".

Paul Kitchen,  
Executive Director.

MAY 20 1980



717 K STREET • SACRAMENTO, CALIFORNIA • 95814 • telephone (916) 447-8541 • STEFAN B. MOSES, executive director

May 27, 1980

Louella V. Wetherbee  
Amigos Bibliographic Council, Inc.  
11300 North Central Expressway  
Suite 321  
Dallas, TX 75243

Dear Ms. Wetherbee:

Thanks for your letter concerning the interests of the International Relations Committee of ALA in developing guidelines for overseas exchange opportunities.

Although we are designated by the Department of State as a agency that can participate in visits of foreign persons to this country in order to work in libraries (whether on an exchange basis or not), we have not assisted in any such visits over the past few years.

We have no current published literature or procedures on such exchanges. Perhaps the current state of the economy of libraries in California has contributed to the dearth of such opportunities.

I would be most interested in receiving any publications that the IRC may develop.

All best wishes.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Stefan B. Moses".

Stefan B. Moses, CAE  
Executive Director

SBM/md

**LIBRARY ASSOCIATION RESEARCH PUBLICATION NUMBER 20**

Published 1977 by The Library Association  
7 Ridgmount Street, London WC1 7AE

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## INTRODUCTION

### *The origins and aims of this research*

Although the work of librarians, especially in academic and research libraries, involves handling publications from many lands and in many languages, there has never been a systematic arrangement by which they might work in other European countries to gain valuable professional and linguistic experience and a deeper understanding of the other cultures whose publications they are collecting and analysing.

The problem of the exchange of library personnel was on the programme of IFLA from its foundation in 1927, and in 1928 the Committee on Exchange of Librarians first met. But very little progress was made, and it ceased to meet after 1932.

In 1947 the Committee was revived, and it proposed the establishment of an international office for exchanges, to make contacts with national agencies and to give advice. But this project was too ambitious, and the hoped-for financial aid from Unesco was not forthcoming. The aims of the Committee were then narrowed down, and it was re-named *Sous-commission des voyages d'étude des bibliothécaires*. But once again no results were achieved, and this sub-committee came to an end in 1953.

From 1958 IFLA's Committee on Library Education took up the question of exchanges, and commissioned the report by E. Egger<sup>1</sup>. But unfortunately this also produced no practical results.

Meanwhile Unesco, founded in 1946, had developed its system of international scholarships, fellowships and consultant missions, obtaining finance for many of these from the United Nations Technical Assistance Fund and thus diverting attention from Europe and North America to helping the less developed countries<sup>2</sup>.

On 1st January 1973, however, the United Kingdom, together with the Republic of Ireland and Denmark, joined the European Communities<sup>3</sup>, thus bringing the number of member-states to nine. This immediately stimulated our interest in European integration within the profession of librarianship.

The aims of this research project are to discover:

1. What visits, exchanges and employments of librarians\* have already been achieved between these countries, and with some other European countries active in this field, at three levels:
  - (a) students of librarianship (short-term)
  - (b) qualified librarians (short- and long-term) by exchanges
  - (c) qualified librarians (usually long-term) by paid employmentand which libraries have received such personnel, or are willing to do so.
2. To discover the obstacles or restrictions which are now hindering such activities, whether legal or practical.
3. To suggest ways of overcoming these difficulties, and to establish guide-lines for better international cooperation in this field. Various recommendations are made to governments, library associations and library schools to act upon.

Under the influence of the adherence of the United Kingdom to the European Communities in 1973 plans were developed in 1974 at the College of Librarianship Wales in Aberystwyth for a research project to investigate the problems of the mobility of employment of librarians between the countries of the ECs, which would also include other countries in Europe already active or interested. The idea came originally from Mr John Roe, who was lecturing in the college on international and comparative librarianship. At that time I was employed in the College Library as a specialist in European languages, to promote interest in the European (non-English) literature of librarianship.

In January 1975 the College of Librarianship Wales made an application to the Library Association Grants and Awards Sub-committee for a grant to support such a project. In February it was discussed by the same Sub-Committee, which received the idea favourably but demanded certain revisions of the proposal. In May 1975 I had the privilege of presenting to the Sub-Committee my revision of the proposal, which took into account the studies already under way by LIBER (Ligue des bibliothèques européennes de recherche) and Dr J. Wieder<sup>4</sup>, and by H. Schur<sup>5</sup> of Sheffield. The Sub-Committee accepted the revised proposal, and asked me to undertake the project after I retired from the College of Librarianship in August 1975.

In December 1975 and January 1976 questionnaires were sent out from Aberystwyth in English, French and German, as appropriate, to library associations, library schools and to over 500 libraries in the countries concerned (the nine member-countries of the ECs), and to Austria, Spain, Switzerland, the four Nordic countries, and to a few

\*Originally it was to include documentalists and information scientists; but the response from them was so minimal that it was decided to limit the study to librarians.

others. International organisations were excluded as not relevant to this study, since they have special facilities and conditions for international employment.

The answers came in slowly. Nearly 10 per cent sent in positive and useful answers; nearly 12 percent sent in negative answers recording no activity in the field; the rest did not reply at all, and it may be assumed that most of these also had no international mobility of personnel to report. By October 1976 I decided that sufficient useful answers had been received. To help to complete the information, however, I visited: Brussels in May 1976 to consult the *Service Juridique* of the European Communities on recent directives regarding freedom of movement of workers and the problem of the equivalence of qualifications; Paris in June 1976 to consult authorities in the *Secrétariat aux Universités* (which now administers the academic and research libraries in France); and Cologne in October 1976 to visit Federal Germany's biggest library school and find out more about library education in the Federal Republic.

The results of these various enquiries are set out below.

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## I. CONCLUSIONS AND RECOMMENDATIONS

set out below are, firstly, the present *obstacles* to mobility of employment of librarians between the sixteen countries of Western Europe here considered, which are listed at the beginning of chapter III.

This is followed by recommended *remedies* for the present situation, which would greatly facilitate mobility, bringing considerable benefits to our profession of librarianship which today must become more and more internationally experienced and competent if it is to contribute to the growing integration of Europe.

My conclusions and recommendations are derived from the 'MEILLEUR' questionnaire of 1976, but also from two other essential sources: (i) Conversations which I have held during the past year with colleagues and administrators in Brussels, Paris, Cologne, Münster, Oslo, Stockholm and London; and (ii) A meeting of the Study Group on Exchanges of Personnel of LIBER (*Ligue des Bibliothèques Européennes de Recherche*), which I attended at Stuttgart in January 1977, followed by conversations in Munich with Dr Wieder, author of the questionnaire on exchanges of 1974, sent out by the German *Bibliothekarische Auslandsstelle*, and presented to the LIBER study group. This had been sent to libraries in 18 countries and to 12 schools of librarianship, and so the meeting of the Study Group in Stuttgart provided an important supplement to the information collected for 'MEILLEUR'.

### Obstacles

#### Persons, librarians

##### A. Knowledge and ability

1. Qualifications: lack of equivalence and the problems of status in the receiving library.
2. Insufficient knowledge of foreign languages.
3. Insufficient basic knowledge of the foreign country and its library system.

##### B. Practical difficulties

1. Foreign exchange and different standards of living.
2. Cost of travel.
3. Accommodation; including home for family, and schools for children.
4. Social and health insurance.

#### Administration, institutions

1. Schools of librarianship: harmonisation of training.
2. Library associations: no agencies for fitting persons to jobs.
3. Governments: discrimination in the public service, based on nationality.
4. Libraries: no special vacancies for libraries.  
no funds to pay foreign employees.  
no prescribed length for exchanges.

#### General and ideological

Lack of imagination and of appreciation of the value of working abroad.  
Advantage not taken of existing cultural agreements between countries and of twinning between towns.

### Proposed Remedies

#### Persons, librarians

##### A. Knowledge and ability

1. Since at present there is no agreed *equivalence of librarians' qualifications*, the certificates and diplomas of librarians working abroad must be equated only roughly. This was done quite successfully in a few cases in Western Germany (See Chapter III, Germany, Section 6, Librarians, University of Bochum). A flexible and liberal attitude must be maintained, in order to arrive at an approximate status for the foreign librarian in the receiving library, and his salary, if any. *It is therefore recommended* that governments in Europe should consider sympathetically the recommendations of the European Communities on the harmonization of qualifications. (See Chapter II on the means of the European Communities to arrive ultimately at a harmonization of training and qualifications for the general professions).

2. The study of *European languages*, especially of the major languages (French, German, Spanish and Italian), should be developed in the secondary schools and in the schools of librarianship. The recommendations of the Ministers of Education of the European Communities in 1976 were:

1. Give all pupils a chance to learn another Community language;
2. Ensure that all student language teachers spend a period in the appropriate country before qualifying;
3. Promote language teaching outside the schools on radio, television, etc., especially for adults.<sup>1</sup>

The low standard of European languages amongst British librarians cannot, however, be blamed entirely on lack of opportunity to learn. For many years now the Library Association and the British library schools have not demanded European languages, either as entrance to the schools, nor as part of their diploma studies. In contrast, the library schools in the continental countries often demand a qualification in two or even more foreign languages (See Chapter III, Section 5 of each country). For work in academic and special libraries a working knowledge of at least two foreign languages is usually essential. Compare the conditions of admission and of the curricula of schools of librarianship in Italy, Germany and Scandinavian countries. For library posts in international organisations in Europe, such as UNESCO (Paris) and the European Communities (Brussels, Luxembourg and Strasbourg) a thorough knowledge of French at least, both written and spoken, is essential. For posts in Germany it is necessary to have qualified in German up to GCE Advanced Level or equivalent (See Chapter III, Germany, Librarians). *It is therefore recommended:*

1. to governments in Europe, that one of the major European languages (French, German, Spanish or Italian) should be compulsory for the Ordinary Level of the General Certificate of Education (*baccalauréat*, *Abitur*, etc.);
2. to library associations and schools of librarianship
  - (a) that one major European language to Advanced Level of GCE or equivalent should be prescribed for entrance to library schools and/or for a degree in librarianship, at least for those intending to work in academic or special libraries;
  - (b) that librarians be warned that for exchange or employment in Europe a knowledge of a major European language to GCE Advanced Level or equivalent is necessary.

3. *A basic knowledge of the foreign country* is often lacking\*, and library schools would do well to offer courses (perhaps in conjunction with a university) on the culture and library systems of foreign countries. Students, for example, having qualified in French and German languages for entrance to library school, would proceed to concentrate on the language, literature and libraries of France and Germany, with a view to possibly working later in those countries or in Belgium, Austria or Switzerland. Similarly, those having taken Spanish would study Spanish language, literature and libraries in depth as their speciality in international and comparative librarianship. A superficial study of libraries alone in many different countries is of comparatively little use in practice. Exchanges of teachers of librarianship, as arranged recently between Oslo and Aberystwyth, would bring such studies to life.

*It is therefore recommended* that library associations and library schools should draw attention to the necessity for those contemplating employment abroad to make a special study of the library system of the country where they wish to work.

#### B. Practical difficulties

1. *Foreign exchange and different standards of living.* It is practically impossible for a British or Italian librarian to live on his home salary in Switzerland or Germany (See Chapter III, Switzerland, Section 6, Zentralbibliothek Zürich). Librarians from the low-cost countries therefore need a subsidy to their salaries. There are certain foundations which may give financial aid, e.g. the Carl Duisberg Gesellschaft in Germany; the Ministère des affaires étrangères in France (*bourses* for French and foreigners); the Association Echanges et Bibliothèques, in France; the Oxford University Chest in England; and the European Social Fund (for the promotion of vocational and geographical labour mobility), c/o the Commission of the European Communities, 200 rue de la Loi, 1040 Brussels. There are several recent lists of grant-making foundations<sup>3</sup>. If each national library association had an office for the administration of foreign employment, it could always give advice on such sources of aid. (See II.2, below).

2. *Travel costs.* Although these are a burden, they are usually paid by the traveller, and there is little hope of obtaining other funds for them.

3. *Accommodation* in hotels is of course too expensive, and the solutions observed have been accommodation in students' hostels, or in the case of exchanges of librarians, an exchange also of living quarters. (See Chapter III, Switzerland, Zürich, exchanges with Birmingham and University of Sussex).

4. *Social and health insurance* is most easily covered by the retention of the home salary. There are special agreements between certain countries, and a national agency for foreign employment of librarians would have the duty of giving information on this.

*It is recommended* that a government fund for equalising salaries should be provided, as with teachers, who for some years have received subsidies for their periods of work in the USA.

\*This has been severely criticised recently by the head of the library school at Stuttgart.

It is useful to record here that from 1954 to 1968 the (British) Library Association operated satisfactory exchanges with the USA, notably with the New York Library Association and with the California Library Association. There were exchanges of jobs for periods normally of one year, salaries were exchanged, and this was approved by the British Department of Social Security. This solved the problems of differences in standards of living and of social insurance. The participants on either side had to obtain the approval of their chiefs for a break in service, and were obliged to accept the salaries and conditions of the jobs to which they were going. They had to be qualified librarians with at least two years experience. It is hoped that such a scheme may soon be revived.

## II. Administration, institutions

1. *Schools of librarianship.* Training courses, and therefore the diplomas and certificates awarded, vary enormously, not only from country to country (See Chapter III, Section 5 of each country), but also within certain countries, notably in the Federal Republic of Germany, where there are many independent schools with different curricula. In the United Kingdom the many curricula lead to qualifications of equivalent level; i.e. they are all accepted by the Library Association as being the educational requirements towards becoming a Chartered Librarian. In France the picture is simpler, with its one national school of librarianship. (See Chapter III, France, Section 5). The European Communities are working towards a harmonization of training in the liberal professions. (See Chapter II, Sections 3, 4 & 5). In Scandinavia interesting attempts are being made to harmonize the curricula of the library schools in Copenhagen, Oslo and Borås (Sweden).

2. *An agency for fitting librarians into jobs abroad* is needed in each country. The best example of an existing and active agency is the *Bibliothekarische Auslandsstelle* in West Berlin (See Chapter III, Germany, Section 3(ix), and numerous employments promoted by it under Section 6, and its list of libraries attached as appendix). Such an agency for foreign library relations should: (i) keep records of libraries willing to accept foreigners, and of librarians wishing to go, or having been abroad; (ii) act as intermediary, by evaluating the qualifications and suitability of candidates, and recommending libraries to receive them; (iii) advise on questions of financial aid, insurance, etc.

It was suggested at the LIBER Study Group on Exchanges of Personnel this year that an international organisation might act as a central agency, and it was suggested to approach UNESCO's Department of Documentation, Libraries and Archives, or the Council of Europe's Directorate of Cultural Affairs, or the Commission of the European Communities. In my own opinion, however, this would be complicated, and bilateral organisation between national agencies (when they exist!) would be simpler and more satisfactory. The example of the West German *Bibliothekarische Auslandsstelle* shows how well a national agency of this kind can work. *It is therefore recommended that such a centre in each country should receive financial support from government.*

3. *Governments* should be encouraged through the European Communities to allow libraries under the public service to employ foreigners where there is no security risk. (See the difficulties facing mobility in France, Italy and Spain).

4. *Libraries*, especially large libraries, academic, reference and special libraries, should consider holding a special post open for the temporary employment of a qualified foreign librarian who could benefit the library through his special abilities and native language. The period of employment should be at least six months, so that the library may benefit fully. The Library Association for its internships insisted on a whole year.

## III. General and ideological

One of the answers to Dr Wieder's questionnaire of 1974 stated that the chief obstacle to exchanges of personnel was the lack of imagination, and of appreciation of the great value of the experience of working in another country and in a foreign language. This in fact demands an active appreciation of another culture, and the practical difficulties are really not insuperable. Dr Mathys, of the Zentralbibliothek Zürich, has written: 'Die Vorbereitung braucht allerdings bei allen Beteiligten Geduld, etwas Phantasie und eine unbürokratische Einstellung' — 'The preparation certainly demands from all concerned patience, some imagination and an unbureaucratic approach'.

Efforts have been made recently in Europe to facilitate cultural exchange by means of cultural agreements between countries and 'twinning' arrangements between towns, and these should inspire librarians to initiate exchanges of staff. There are now two useful recent reference works on 'twinning'<sup>4,5</sup> which librarians should make use of. Only two recent examples of exchanges of librarians realised recently have been discovered; these were between twinned communities: Orléans (France) with Münster (Germany), and the County of Devon (England) with the Department of Calvados (Normandy).

There are various grades of international mobility: (i) Visits and study-tours for students or librarians; (ii) Exchanges, with continued home salary; and (iii) Longer employment, with local salary. All are of immense value to both parties concerned, and should be regarded as an experience of the highest order. If the obstacles referred to above can be overcome by means of the remedies here proposed, then librarians will contribute to cultural integration and understanding in Europe, which should slowly, through *Einfühlung* (empathy), become better and better — *Mieux et encore meilleur!*

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## II. THE PRINCIPLES AND DIRECTIVES OF THE EUROPEAN COMMUNITIES

The European Communities embrace the European Coal and Steel Community, founded in 1951, and the European Atomic Energy Community (Euratom), and the European Economic Community (EEC or Common Market), both founded in 1957. The three Communities are legally separate, but they share the Court of Justice and the European Parliament; since 1967 they have shared also the Commission of the European Communities and the Council of Ministers.

The Communities are governed by the Council of Ministers, who represent the member-states, and by the Commission composed of thirteen Commissioners appointed on their merit for the job, but with a view to a balance of nationalities. The Assembly, or European Parliament, which meets in Strasbourg, is composed at present of 198 members who are delegates from the national parliaments, but later under direct elections there will be 410 members, with 81 from each of the four bigger countries, France, Germany, Italy and the United Kingdom. The European Parliament has as yet little influence on decisions; the initiative is taken by the Commission, the Commissioners making their proposals in the form of draft directives, which are submitted to the Council of Ministers for approval. Controversial matters may be submitted for clarification and interpretation to the Court of Justice in Luxembourg, which has nine independent judges.

For the purposes of this report we are concerned only with the EEC (Common Market), which is now exerting more and more influence on mobility for the liberal professions in general, and for librarians in particular.

### *The Treaty of Rome, legal background of the Common Market*

The Treaty of Rome came into force on 1st January 1958 "to establish the foundations of an ever closer union among the European peoples", and it is clear that for this purpose it was necessary to facilitate the freedom of movement of persons between the countries concerned.

Thus the Treaty prescribed:

#### *1. Mobility for workers (i.e. salaried workers)*

*Treaty: Article 3c.* The need to abolish obstacles to the freedom of movement of persons, services and capital; *Article 48.* The freedom of movement of workers (i.e. of salaried employees), which prescribes the abolition of discrimination based on nationality.

Paragraph 4 of this article, however, states that 'this shall not apply to employment in the public service'; and this is in fact one of the chief obstacles to the employment of foreign professional workers, especially in France, Italy and Spain (see the sections on these countries in Chapter III), where not only the universities, but also the public libraries come under government control, thus excluding all foreign nationals from employment to a greater degree than in some other countries. (see Schur<sup>3</sup>, p.52). If, however, a foreign librarian or other worker is in fact permitted to work abroad in the public service, he must now (since 1974) be treated in the same way as the nationals. (SOTGIU Case: case no. 152/1973 of 12 Feb. 1974).

#### *Directives (regulations)*

*Regulation 1612/68,* based on Article 48 of the Treaty of Rome, prescribes the freedom of movement of workers by forbidding discrimination based on nationality or residence, but it does not prescribe the mutual recognition of qualifications, nor of professional experience.

This directive (1612/68) demanded from the Commission proposals on the removal of restrictions on employment due to the present lack of mutual recognition of qualifications, and demanded also the application of a temporary system. The temporary measures demanded, as they affect librarians, were set out in the draft Council Directive 2061 of 1972, which was summarized by the Library Association in a statement<sup>1</sup>, and demanded simply that firstly, any foreigner wishing to undertake professional activities must be informed as to the rules governing them; and secondly, that he must produce evidence of three consecutive years of appropriate experience, or two years of experience and a training certificate, recognised by the State. Thus the mutual recognition of professional experience is now prescribed.

This Draft Directive no.2061 was, however, replaced in June 1975 by its final form as Council Directive 75/368/EEC<sup>4</sup>, which repeats these demands, and states that 'the main purpose of these transitional measures will disappear ... [as soon as] the coordination of the conditions for the activities in question and the mutual recognition of ... qualifications have been achieved'.

It has been stated that 'the transitional period' would end in 1977/78, but this seems to be absurdly optimistic! Meanwhile a measure of freedom of establishment must be facilitated through the flexibility recommended by

Herr Brunner<sup>2</sup>, Commissioner for Science, Research and Education in 1975, and freedom of establishment will depend on achieving a considerable harmonization of vocational training between the nine countries of the EEC (see Section 4 below).

It is not generally known that any candidate for a job who suspects discrimination against him for reasons forbidden by the European Communities may report his case to:

M. Jean Jacques Beauve Mery, Chef de division,  
Droit d'Establishissement,  
Direction générale "Marché intérieur",  
Rond-Point Schuman 3,  
1049 BRUSSELS.

## 2. Mobility for the Self-employed

*Treaty: Article 52.* Freedom of movement for self-employed persons.

*Directives.* There are many directives concerning activities in industries, crafts, trade, agriculture, etc. These have (a) abolished discrimination based on nationality or residence; (b) introduced temporary measures for a rather flexible recognition of professional experience, but they have not yet prescribed the recognition of certificates and diplomas.

In 1974 two cases of self-employed persons — *Reyners* and *Van Binsbergen* — were taken to the Court of Justice, which pronounced judgement that 'all national legislation providing restriction on grounds of nationality were actually abolished in the application of the Treaty (Article 52, which is self-applicable since 1 Jan. 1970), except for explicit provisions against foreign nationals on grounds of public policy, public security and public health, and their exclusion from employment in the public service'.<sup>7</sup>

The result of these two cases is that: (a) discrimination based on nationality or residence is completely abolished; (b) temporary measures facilitate the recognition of professional experience in industry, trade and agriculture; but (c) in the liberal professions, including librarianship, there are still obstacles to the recognition of professional experience and qualifications. The exception is the medical profession (see Section 5 below).

## 3. The Mutual recognition of qualifications

*Treaty: Article 57.* This article applies to the self-employed, and prescribes that the Council of Ministers shall 'issue directives for the mutual recognition of diplomas, certificates and other evidence of formal qualification', and also 'directives for the coordination of the provisions laid down by law, regulation or administrative action in member-states concerning . . . self-employed persons . . .'.<sup>8</sup>

The problem of the mutual recognition of qualifications had already been raised in 1961, when the Council adopted a general programme for removing restrictions on freedom of establishment. The harmonization, or at least the mutual recognition, of qualifications between member-states is the ideal towards which the EEC wishes to work, and this comes out clearly in Article 57 of the Treaty of Rome, as quoted above. The achievement of this, however, will depend to a considerable extent on harmonizing training between the various countries, which is also prescribed by Article 57 (see 4 below). But this is bound to proceed very slowly.

These directives may, if the Council of Ministers so decides, also apply to salaried workers, including librarians. This has now been implemented for doctors under the two directives of 16 June 1975 (see 5 below).

In view of the present lack of mutual recognition of qualifications a transitional period was prescribed by the Council of Ministers in October 1968 in Directive 1612/68 (see 1 above).

Meanwhile an EC Working Party of experts on higher education has been studying the possibility of promoting the mutual recognition of qualifications, and has proposed the formation of councils, profession by profession, to advise the Commission on such recognition throughout the Community. (See Schur<sup>3</sup>, p.55).

## 4. The Harmonization of vocational training

*Treaty: Article 57.* Harmonization of training and mutual recognition of certificates and diplomas; *Article 118.* Cooperation in vocational training; *Article 128.* Principles of a common vocational policy.

These articles of the Treaty demand the ultimate establishment of harmonized education and training amongst the member-states. A glance at the different curricula of library schools, recorded in chapter III of this report under Section 5 of each country, will indicate to the reader the difficulties involved in equating them. One wonders, for example, how a satisfactory formula could be found for equating the very different systems of training for librarianship, with very different library backgrounds, such as the Italian and the British. More international contact between the member-states is clearly needed.

## 5. Recent developments in the liberal professions

In March 1975 it was stated in the periodical *European Community* that since 1st January 1975 most British workers were free to seek jobs in any Community country without work permits and without loss of security rights, and that similar freedom is planned for the professions. In 1973 and 1974, the first two years of British membership, some 13,000 Britons took jobs in the 'six countries', and some 6,000 came to the United Kingdom.

But in the professions there are certain other obstacles, as will be perceived from the following examples:

*Lawyers.*<sup>7</sup> In the periodical *European Community* for Sept.—Oct. 1975 'plans for lawyers to practise abroad'

were reported. The article quoted the ECs' draft directives (see above) as probably coming into force after 1977, but noted that, since the law and the structure of the legal profession differ basically from country to country, this may not make much impact on Britain. Indeed, one must remember that a lawyer trained in England cannot practise in Scotland for the same reason!

**Hairdressers.** In most countries their activities are controlled by law for reasons of public health. It will therefore be necessary to coordinate the relevant laws of the nine member-states. The ECs consider that, in order to prevent hairdressers coming from a country with less severe laws to practise in a country where they are more severe, they should have not only a period of experience, but also a diploma; and that the national diplomas should be approximately equivalent. But at present some of the countries demand no diploma at all!

**Doctors.**<sup>5,7</sup> More progress has been made here than with any other profession. In February 1975 two directives<sup>6</sup> were agreed in principle (with temporary reservations by Denmark). Draft Directive 75/362/EEC contains: lists of mutually recognized qualifications; articles of established rights; provisions to facilitate the exercise of rights of establishment and freedom to provide services. Draft Directive 75/363/EEC demands: a diploma guaranteeing the required scientific and professional knowledge and clinical experience of at least 6 months; a minimum duration and content of training, with 5,500 hours of medical studies.

Migrant doctors will also have to demonstrate their competence in the language of the country in which they intend to work. (For further details of the language problem, see Chapter III).

The Commission hopes that the example of the doctors will encourage the other professions to follow.

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### **III. LIBRARIES AND LIBRARIANS IN WESTERN EUROPE**

*Country by country*

Austria / Österreich

Belgium / Belgique / België

France

Germany, Federal Republic of / Bundesrepublik Deutschland

Ireland, Republic of

Italy / Italia

Luxembourg

Netherlands (Holland) / Nederland

Scandinavia

Denmark / Danmark

Finland / Suomi

Iceland / Ísland

Norway / Norge

Sweden / Sverige

Spain / España

Switzerland / Schweiz / Suisse

United Kingdom of Great Britain and Northern Ireland

Each country is divided under the following heads.

1. The country and its people.
  - Population
  - Language(s)
  - Government
  - Economic background
  - Education
2. Libraries
3. Organizations concerned with libraries
4. Periodicals on librarianship
5. Education for librarianship
6. Mobility of employment in Europe.

*Note.* As far as possible the data on each country has been checked by an authority in the country concerned.

- (Dutch): 3-year course in general subjects, library techniques, library law, public libraries and adult education, bibliography and documentation, leading to the *Diplôme de bibliothécaire* or the *Diplôme de bibliothécaire-documentaliste*. 4-year course leading to the *Diplôme de gradué en bibliothéconomie et bibliographie*.
- (iii) *Stedelijke Technische Leergangen voor Bibliotheekwezen*, Hendrik Conscience Plein 4, Antwerp. 3-year course in books, librarianship and bibliography, leading to the *Gradué de l'enseignement technique de la bibliothéconomie*.
- (iv) *Direction des Affaires culturelles de la Province de Liège, Institut provincial d'études et de recherches bibliothéconomiques*, 15 rue des Croisiers, Liège. 3-year full-time course in general education, bibliography, books, libraries, library techniques, documentation, typing and languages (Flemish, English, German and a choice of Russian, Spanish or Italian). 4-year evening course in languages, literature, science and history, books, libraries, library techniques, psychology of readers, typing and reprography. Both of these courses lead to the *Graduat en bibliothéconomie et documentation*, and students must have submitted and orally defended a *mémoire de fin d'études*.
- (v) *Université de Liège, Bureau d'organisation technique*, 55 Avenue des Tilleuls, Liège. 15 hours of theory and 15 hours of practical work on modern documentation and information techniques, leading to the *Certificat de cours libre*.
- (vi) *Institut provincial de l'éducation et des loisirs, Centre culturel du Hainault*, 59 rue A. Warocqué, La Louvière. 6-month course for *candidats-bibliothécaires* in books, printing, libraries, library techniques, bibliography, the broad periods of history, Belgian and French literature, outline of ancient and foreign literatures, and of children's literature, of history of science and philosophy, music and art. Leads to the *Certificat d'aptitude aux fonctions de bibliothécaire*.

## 6. Mobility of employment in Europe

The *Institut provincial d'études et de recherche bibliothéconomiques*, Liège (see 3(iv) above) reports: A student studying for the diploma of *bibliothécaire-documentaliste* worked for a month in 1975 in the *Centre de documentation* of the newspaper *Le Monde* in Paris. He had arranged this himself and paid his own expenses. As a French-speaking Belgian he had no language problem.

The *Bibliotheek Universitaire Faculteiten Sint-Ignatius*, Antwerp (see 2 under University and college libraries) reports: A Belgian librarian, *agrégé de bibliothéconomie*, with about ten years experience, and head of the cataloguing division, spent one week at each of the following libraries: British Library Lending Division, Boston Spa, England, British Library, Holborn Division, London, Bibliothèque Nationale, Paris, Drexel University, USA, and other libraries in the USA. He had a good knowledge of English and French. The aim of these visits was to complete a research project set by the Antwerp School of Librarianship and the School at Drexel University on 'Bibliographical control and the evaluation of scientific and technical periodical literature published by industrial organizations'. This was financed by the National Science Foundation, Washington.

The *Bibliothèque provinciale de Liège* reports having accepted only short periods of unpaid apprenticeship from one to four weeks in duration, and usually for students of librarianship. The report to 'MEILLEUR' concludes: 'It would in fact be indispensable that a basic convention should exist between the parties in question, so that we could appoint apprentices with pecuniary status'.

## Contacts

See 3 above.

## References

1. Deisemmer, P. Libraries in Belgium. In: *Encyclopedia of Librarianship and Information Science*, vol.2. New York, London, 1969. p.292-328.
2. Das Bibliothekswesen Belgiens. In: Humboldt-Universität zu Berlin. *Das Bibliothekswesen der kapitalistischen Staaten Europas*. Berlin, 1974. p.67-75.

## France Metropolitan France, including Corsica

### 1. The country and its people

*Population*. Ca. 53 million, of which about 13 million are concentrated in fifteen cities: Paris, Marseille, Lyon, Toulouse, Nice, Bordeaux, Nantes, Strasbourg, St. Etienne, Le Havre, Lille, Rennes, Toulon, Montpellier, Grenoble.

*Languages*. French. But in Brittany (La Bretagne) Breton, a Celtic language, is spoken in parts of Morbihan, Finistère and Côtes-du-Nord, and in the last hundred years there has been a considerable literary revival. In the extreme South-West, Basque is spoken in the Département des Pyrénées-Atlantiques, and some other regional languages still survive.

*Government*. The central government in Paris has an executive consisting of the President of the Republic elected for seven years by Parliament, a Council of Ministers, and a legislative consisting of a parliament composed of the *Assemblée Nationale* elected by adult suffrage for five years, and the *Sénat* elected for nine years by an electoral

college. France is divided into 22 administrative regions containing 96 *départements*. Within the *départements* there are altogether some 38,000 *communes* (local authorities).

*Economic background.* France is the leading agricultural country of Western Europe, with over three-quarters of its area under cultivation, and nearly three million agricultural workers. The chief industries are steel, motor vehicles, aircraft, coal and iron mining, engineering, textiles and chemicals.

*Education.* Compulsory free education from age 6 to 16. Then vocational courses of four years may be taken at the *collèges d'enseignement secondaire*, or academic courses of three years at the *lycées*, leading to the *baccalauréat*. A pupil who fails to obtain the *baccalauréat* may be awarded a *certificat de fin d'études secondaires*. Higher education is given by the *Grandes Ecoles* and the Universities. Minimum entrance qualification for the universities is the *baccalauréat*. They offer either a general basic education, or a scientific education (*IUT*), leading to a *diplôme de 1er cycle* (*DEUG* = *Diplôme d'études universitaires générales*, or *DUT* = *Diplôme universitaire de technologie*), a *diplôme de 2ème cycle* (*licence, maîtrise*), and possibly to a *diplôme de 3ème cycle* (*DESS* = *Diplôme d'études supérieures spécialisées*, a *doctorat de 3ème cycle, doctorat d'état*). The *Grandes écoles* usually recruit students by competition. The entrance examination is taken after the *baccalauréat* in special classes in certains *lycées* in Paris and in the provinces. Students from the universities may, however, be admitted by certificate or by competitive examination. Studies at the *Grandes écoles* vary in length from two to three years, and lead to a diploma of a very high standard.

## 2. Libraries

The principal groups of libraries are:

National libraries (in Paris).

*Bibliothèque nationale* with its storage dépôt at Versailles.

*Bibliothèque de l'Arsenal*, a department of the *Bibliothèque Nationale*, with collections on literature, art and history, including the leading theatrical archives.

*Bibliothèque du Conservatoire national de musique*, and the *Bibliothèque de l'Opéra*, both attached to the *Dept. de la Musique* of the BN.

*Dept. de la Phonothèque nationale* (Sound recordings) et de l'audio-visuel (of the BN).

National status has been accorded to the *Bibliothèque nationale et universitaire, Strasbourg*, which is also the central public library for Alsace and Strasbourg. Some other important libraries in Paris are:

*Bibliothèque Mazarine*, in the *Institut de France* (historical)

*Bibliothèque de la Chambre de Commerce de Paris*

*Bibliothèque du Musée de l'Homme* (ethnology)

*Bibliothèque Forney* (arts and crafts)

*Bibliothèque des arts graphiques*

*Conservatoire national des arts et métiers* (arts & crafts)

*Bibliothèque de la Direction de l'Architecture*.

*Bibliothèque du Muséum d'histoire naturelle*.

*Bibliothèque publique d'information* (recently created), in the *Centre National d'Art et de Culture G. Pompidou*.

University and College Libraries. (*Bibliothèques d'université & bibliothèques interuniversitaires*)

France is divided into *académies* (academic districts), each of which has one or several universities. Since 1968 there have been 77 universities or related institutions in the main centres of population.

Their libraries are usually separated into subject groups for literature and humanities, science and technology, law and economic sciences, and medicine. The University of Paris is now divided into 13 universities, in which the finest libraries are probably those of the old *Bibliothèque Sainte-Geneviève* and the new library at Nanterre. There are also important libraries in the *Grandes Ecoles*:

*Ecole normale supérieure*;

*Ecole nationale supérieure des mines*;

*Ecole nationale des chartes* (archives and palaeography);

*Ecole nationale des langues orientales vivantes* (now become Institut national . . . and part of the University of Paris III).

*Fondation nationale des sciences politiques*;

*Ecole nationale supérieure des beaux-arts*,

all of which are in Paris.

Public Libraries (Municipal and rural).

There are some 1000 *bibliothèques municipales* or *communales*, of which 54 are designated as *bibliothèques classées* owing to their valuable collections. Some of the more developed library systems are those of Bordeaux, Grenoble, Lyon, Marseille, Toulouse, and Tours. At Massy, a town south of Paris, the modern *Bibliothèque de Massy* experiments with recent methods, and is to some extent a 'laboratory' connected with the *Ecole nationale supérieure des bibliothécaires*, and trains library students.

To compensate for the comparatively few libraries under local authorities (only about 1,000 out of some 38,000 *communes* in France) the Government decided in 1946 to establish in each *département* a *bibliothèque centrale de prêt* (departmental lending library), to be financed by the State, although the sites and buildings were to be provided by the departments concerned. (A list of 49 of those libraries appears in Ferguson<sup>1</sup>, pp.75–76). There are now 71 *bibliothèques centrales de prêt*.

Independent Libraries. There are also some systems of privately administered libraries:

- (i) 'Bibliothèques pour tous', founded in 1934 by the *Action Catholique générale féminine* with over 2,000 service points.
- (ii) 'La Joie par les Livres', founded in 1963 to promote children's libraries, with its excellent library at Clamart, a suburb of Paris. (See 6 below), has been connected since 1972 with the *Ecole Nationale Supérieure de Bibliothécaires*, and trains students for children's libraries.
- (iii) A library and documentation centre for literature for young people has existed since 1976 at the *Bibliothèque municipale* at Maisons-Alfort, Paris.
- (iv) Industrial and factory libraries: The largest are those of the SNCF (French Railways), of Berliet and Renault (motor manufacturers), and of BP in Paris.

### 3. Organizations concerned with libraries

- (i) The *Direction des bibliothèques et de la Lecture publique*, founded in 1945 to administer and control all the learned and public libraries, was split up in 1975, and responsibility was divided as follows:

Public libraries, municipal and rural to be under the *Secrétariat d'Etat à la Culture, Direction du livre*, 3 rue de Valois, 75042 Paris 01; National and other learned and university libraries to be under the *Secrétariat d'Etat aux Universités, Service des bibliothèques*, 61–65 rue Dutot, 75732 Paris 15. Also included here are some services common to all libraries: The administration of State library personnel\*, library education, the training libraries at Massy (Public Library) and Clamart (Children's Library), and the automation of libraries.

The *Bibliothèque nationale* administers some other common services: *le Centre national des Echanges; Centre Bibliographique national; Centre national de prêt; Centre du livre ancien; Centre de la restauration et de la reliure.*

- (ii) *L'Association des bibliothécaires français (ABF)*, 65 rue de Richelieu 75002 Paris. A rather small professional association for the size of France with about 2,500 members in three categories: *Membres titulaires* = librarians; *membres adhérents* = persons interested; and *membres associés* = institutions, including libraries.

- (iii) Other associations

*Association de l'Ecole Nationale Supérieure de Bibliothécaires*, 17–21 Boulevard du 11 novembre 1918, 69100 Villeurbanne.

*Association des diplômés de l'Ecole de Bibliothécaires – documentalistes*, Institut catholique, 21 rue d'Assas, 75006 Paris.

*Association des Documentalistes et des Bibliothécaires spécialisés (A.D.B.S.)*, 63 bis, rue du Cardinal Lemoine, 75005 Paris.

*Amicale des Directeurs de Bibliothèques Centrales de Prêt*, 2 rue Cujas, 75005 Paris.

*Amicale des Directeurs de Bibliothèques Universitaires*, rue Georges Magouac, B.P.265, 65006 Tarbes.

### 4. Periodicals on librarianship

*Bulletin des bibliothèques de France*, published by the *Service des bibliothèques, secrétariat d'Etat aux Universités*.

*ABF Bulletin d'informations*, published by the *Association des bibliothécaires français*.

*Documentaliste*, published by the *Association française des documentalistes et des bibliothécaires spécialisés (ADBS)*.

### 5. Education for librarianship

There is one national school and six other institutions offering courses of various content and granting different diplomas:

- (i) *Ecole nationale supérieure des bibliothécaires (ENSB)*, moved in 1974 from Paris to: 17 Boulevard du 11 novembre 1918, 69100 Villeurbanne (Lyon). Admission: *licence* (degree) + entrance exam. One year of post-graduate study of library administration and techniques, bibliography and documentation, leading to *Diplôme supérieur de bibliothécaire (DSB)*. Students holding the diploma of the *Ecole Nationale des Chartes*, 19 rue de la Sorbonne, 75005 Paris, may choose the career of librarian, and are recruited by competitive examination. The ENSB also offers to candidates with the *baccalauréat* a course for the *certificat d'aptitude aux fonctions de bibliothécaire*, (CAF) qualifying them as library technicians for libraries.

- (ii) *Ecole de bibliothécaires-documentalistes* (under the *Institut Catholique*), 21 rue d'Assas, 75 Paris 6. Admission: *Bacheliers* (matriculated candidates) and *licenciés* (graduates) aged 18–30 + entrance competitive exam. For *bacheliers* – two years study; for *licenciés* – one year; subjects: history, techniques and administration of books and libraries, bibliography, and periods of practical library work. Leads to: *Diplôme de bibliothécaire-documentaliste*.

- (iii) *Institut national des techniques de documentation, Conservatoire national des arts et métiers*, 292 rue St. Martin, 75003 Paris. One year for the *Diplôme supérieur des sciences et techniques de l'information et de la documentation*. Admission: *Licence* (degree) or *maîtrise*.

- (iv) *Union française des organismes de documentation (UFOD)*, 16 rue Jules Claretie, 75 Paris 16. Admission: *Baccalauréat* + one foreign language. One year of study for the *Brevet de documentation*. Two years for the *Brevet d'études supérieures de documentation*. Subjects: Detection, identification, analysis, dissemination and storage of information.

\*Division des personnels.

(v) *Institut d'études politiques de Paris*, 27 rue St. Guillaume, 75007 Paris. Admission: Diploma of second part of university studies. One year of study for *Diplôme de spécialisation en information et documentation* (niveau post-universitaire = post-graduate). Subject: Identification, description and analysis of documents, information retrieval, automation; the technology, materials and organization of information services.

(vi) *Universities*

Some of the universities have established training courses for careers in the field of documentation within the *instituts universitaires de technologie (IUT)*, départements "carrières de l'information", i.e. the universities at Besançon, Bordeaux, Dijon, Grenoble, Nancy, Paris, Strasbourg, Toulouse, and Tours.

Training in techniques and routines is assured by cooperation with the personnel of libraries and documentation centres.

Training at the second level (*maîtrise de sciences et techniques*) is given at the universities of Bordeaux, Grenoble and Paris-Nord.

A *Doctorat de 3ème cycle en sciences de l'information et de la communication* was established in 1975, and is granted by the *Ecole des Hautes Etudes en Sciences sociales*, Paris.

## 6. Mobility of employment in Europe

Foreign employment is hindered by the fact that library personnel are largely controlled by the State and must therefore be French citizens. Control of employment is strict.

*Students.* The *Ecole nationale supérieure des bibliothécaires* has reported that for the academic year 1974-75 only three out of fifty *élèves titulaires*\* went abroad as part of their two months *stage* (practice). Only one month may be spent abroad, and these three French students were sent to: (a) The Bodleian Library, Oxford; (b) The University Library, Copenhagen; (c) The International Youth Library, Munich. One foreign student *associé* (French-speaking from Zaïre) was sent to the Taylorian Institution, Oxford. The *stage* takes place in September and October, at the end of the year's study, to facilitate the student's transition to the reality of professional life and its responsibilities. The student must write a report on the whole of the *stage*. The *Ecole* hopes to send more students abroad in future years.

Regarding sending British students to France, CLW Aberystwyth reports: 'Various possibilities have been tried over the years without success . . . We have had to use a library in French-speaking Switzerland . . .'. (See Switzerland).

Brighton Polytechnic School of Librarianship reports: 'It should be possible to place those librarianship degree course students studying French in libraries in France for about three weeks at the end of their second year, provided that their grants cover this, and that they can depart by mid-June'. A students' study-tour from Brighton took place in early June 1976; seven BA students with a French-speaking lecturer spent four days in Paris and visited nine libraries.

Apprenticeships (*stages*) for foreign librarians are organized by the *Service des bibliothèques*, e.g.: the *Bibliothèque interuniversitaire, Montpellier*, reports having accepted in 1975 for the first time two Tunisian students for a *stage* of six weeks. The Chief Librarian states that she would like to establish exchanges with personnel abroad, but that the present regulations and funds available make this impossible.

*Librarians.* Several positive examples of employment in France have been reported to 'MEILLEUR'.

(i) *Bibliothèque municipale, Caen*, Normandy, and *Devon County Libraries*. Exchange: Annual exchanges of staff for two weeks have been arranged, with the aim of acquiring professional information.

1975 June: (a) A children's librarian from Torquay spent two weeks in the *bibliothèque des enfants*, Caen. He continued to receive his salary from Devon, and stayed with a French family in Caen. (b) The French Librarian in charge of the *bibliothèque des enfants* spent two weeks in Devon County Libraries, received her French salary and stayed with an English family in Devon.

This exchange appears to have been beneficial to the libraries and librarians on both sides of the Channel, and is to be repeated.

(ii) *Bibliothèque La Joie par les Livres, Clamart*. Employment for foreign librarians: From September 1969 to December 1970 (16 months) a Danish children's librarian with eight years' experience in Copenhagen was employed. She did all kinds of library work, and also established a collection of Danish children's books. She was paid by means of a *bourse* (grant) given by the Association *La Joie par les Livres* (see below), a private organization. The Library at Clamart benefitted considerably from her work and experience. She advised on simplifying the catalogue, on making abstracts, and on methods of selecting and analysing children's books.

From October 1972 to July 1973 (10 months) an Icelandic children's librarian with Icelandic and Danish diplomas was employed with pay. She did various work, ran the Scandinavian section, and analysed articles in foreign periodicals. She was paid by means of a *bourse* from the Association *Echanges et Bibliothèques*, a private body.

French librarian sent abroad: A librarian at Clamart with the *Diplôme de l'Ecole nationale supérieure de bibliothécaires* worked in England for ten months in the Divisional School Library Service of Hertfordshire at Watford. She worked mainly on the bibliographical checking of orders for children's books for schools, and spent two weeks visiting libraries. She was paid by the Hertfordshire County Council. She reported having learnt much

\*Students selected by competition, who must sign an engagement to serve the State for ten years; they are paid about 2,200 francs per month as *élèves-fonctionnaires*.

about English library methods, and having greatly improved her English language. This employment was arranged on her own initiative in writing to the Library Association.

The Association *La Joie par les Livres*: This private association disposes of a permanent *bourse* for foreign librarians with experience, and wishes to organize regular exchanges of qualified librarians. The Association has, however, met with certain difficulties: (a) With libraries in Eastern Europe the French library cannot choose the person; (b) The French Ministry has never agreed to employing a librarian from Quebec; (c) The French Library has always chosen single people, to avoid family problems, but has thereby missed some good candidates; (d) The foreign employees have been accommodated free in a studio near the Library, but have been lonely, and it would be better if they could live in a *Cité universitaire*; (e) Sickness insurance is a problem where there is no agreement between the two countries, or no coverage from home.

(iii) *Bibliothèque municipale, Dijon*. In 1975 this library tried for the first time to employ a foreign librarian part-time, who wished to study in France. After many difficulties with the employment authorities, permission was obtained to employ with pay an American librarian from September 1975 to June 1976 (10 months). She had a good knowledge of French, and worked half-time.

(iv) *French librarian employed in Oxford*. From October 1975 the Radcliffe Science Library has employed with pay a young French librarian with the *Diplôme de bibliothécaire-documentaliste* from the *Ecole de bibliothécaires-documentalistes*, Paris. She is paid by the Oxford University Chest. This employment was arranged on the initiative of the French librarian in applying direct to the Oxford library.

#### Contacts

(a) The Association. See 3(ii) above.

(b) The two *Secrétariats d'Etat, à la Culture & aux Universités*. See 3(i) above.

#### References

Ferguson, John. *Libraries in France*. London, Bingley, 1971. (Comparative library studies)

Direct information from *Secrétariat d'Etat aux universités*, Paris; *Ecole nationale supérieure de bibliothécaires*, Villeurbanne, Lyon.

## Germany, Federal Republic of *Bundesrepublik Deutschland*

### 1. The country and its people

*Population*. Ca. 60 million, of which about 11 million are concentrated in eleven cities: West Berlin, Hamburg, Munich, Cologne, Essen, Düsseldorf, Frankfurt-am-Main, Dortmund, Stuttgart, Bremen, and Hanover.

*Language*. German.

*Government*. The Federal Republic consists of 10 *Länder* (states or provinces) and West Berlin, which appoint representatives to the *Bundesrat* (Federal Council) in Bonn. The *Bundestag* (Federal Parliament) has 596 elected members. The head of the Federal Government is the *Bundeskanzler* (Federal Chancellor), elected by the *Bundestag*. The *Bundespräsident* is elected for 5 years by a *Bundesversammlung* (Federal Convention). Each *Land* also has its own *Landtag* (State parliament), which includes the control of education and culture, thus maintaining cultural federalism throughout the Republic.

*Economic background*. Mainly an industrial country; now the second largest trading nation in the world, with the greatest growth rate in Europe, and employing over a million foreign workers, chiefly from Southern Europe. The land consists roughly of half forests and half meadows and pasture.

*Education*. There is compulsory education from the end of the 6th year up to age 18; 8 years of this must be full-time. Those who do not proceed to further schooling must attend a *Berufsschule* (trade school). For higher education there are about a hundred *Fachhochschulen* (specialized colleges), of which some bear the title of *Hochschule* and some that of *Akademie*. The schools of librarianship bear the titles *Bibliotheksschule* or *Bibliothekar-Lehrinstitut*. There are 39 universities, some of which bear the title *Technische Hochschule*, *Technische Universität* or *Gesamthochschule*.

### 2. Libraries<sup>1</sup>

The principal groups of libraries are:

National and central libraries:

*Die Deutsche Bibliothek*, Frankfurt-am-Main

*Die Staatbibliothek Preussischer Kulturbesitz*, West Berlin

*Die Bayerische Staatsbibliothek*, Munich

State, Provincial and District libraries<sup>3</sup>

*Staats-, Landes- und Kreisbibliotheken*

In this category there are 24 other major reference libraries in the different *Länder* concentrating chiefly on collecting and preserving publications about their regions. In Bayern (Bavaria): *Staatliche Bibliotheken* under the *Generaldirektion der Bayerischen Bibliotheken*, Munich: At Bamberg, Coburg, Passau, Regensburg; and six smaller

**INTERNATIONAL LIBRARY EXCHANGE HANDBOOK: A Prospectus**

Drafted for the ALA International Relations Committee  
by Doralyn J. Hickey

**Purpose of the Handbook**

The handbook would be designed to answer basic questions asked by librarians who are interested in working overseas or in exchanging positions with an overseas librarian. (See Outline, below, for the types of information to be included.) The perspective would be that of the librarian desiring to work in a particular country and needing to know persons with whom to correspond, legal information about remuneration and benefits, tax status, housing possibilities, customs and attitudes likely to be encountered, sources of help both general and library oriented, weather conditions, and general cultural opportunities.

**Format of the Handbook**

Because the information included in such a resource work would become quickly outdated, the format would need to be updatable. It is possible that the information could be deposited in machine-readable form so that a full COM fiche of the data could be issued on demand, along with the issue of hard-copy versions of the information for individual countries upon request.

**Sources of Information**

Data for the handbook should be compiled by librarians living in the country being described, under the supervision of a general editor or editorial team. If the handbook is undertaken by the IRC, then the editor might be selected by IRC members in consultation with ALA Publishing Services. A supervising "advisory group" could also be created to screen the submissions from the various countries and identify inadequacies, gaps, etc., in the information supplied. Some verification of the accuracy of the data would need to be undertaken as well, to be sure that the handbook is not promulgating misleading information.

**Outline of the Contents of the Handbook**

**I. General Introduction:** Comments on general procedures for identifying exchange opportunities in a country of interest, the types of commitments and remuneration involved in such exchanges, the lead time likely to be necessary in setting up such arrangements, etc. Specifications concerning the limitations of the handbook. Listings of other sources (persons, organizations, published materials) which might be helpful in answering questions.

**II. Country Listings (with sections under each on the topics here listed)**

- A. Sources of information about exchange opportunities
- B. Sketch of the libraries and information systems in the country
  - 1. Statistical information
  - 2. Profiles of major library and information service organizations
- C. Legal requirements for entry and work in the country
  - 1. Permits, visas, etc.
  - 2. Tax status in the country and regulations concerning transfer of funds, etc.
- D. Customs and attitudes in the country
  - 1. Receptivity to foreign nationals as colleagues
  - 2. Expectations concerning behavior of foreign nationals

**D. (Continued)**

**3. Language and cultural diversity in the country**

**4. Religious and folk life**

**E. Day to day life in the country**

**1. Climate and other environmental factors**

**2. Housing possibilities (location, costs, availability, etc.)**

**3. Availability of goods and services (groceries, laundry, transportation, communication, medical and dental services, etc.)**

**4. Special considerations for accommodating families (schools, health care, recreation facilities, travel opportunities)**

**F. Sources for further information**

**1. Published materials**

**2. Persons and organizations able to supply additional details**

**3. Names and addresses of persons who have participated in an exchange or work situation in the country's libraries or information services in recent years**

### Report on Results of IRC Overseas Travel Survey

As a result of discussions at the last IRC meeting, an informal cost survey was made among colleagues who frequently travel overseas for library meetings. Seven persons were surveyed. All seven replied. Since the request was informal, reporting methods varied, but 6 of the 7 respondents attended IFLA in Copenhagen with expenses averaging \$1696. Since length of stay varied, actual IFLA costs varied from \$1255 to \$2033.

Overseas trips varied from a low of \$321 for Canadian travel to over \$2000 for European trips. Thirteen total trips were reported with an average cost to the traveller of \$1259.

The survey also requested that the respondent mention international organizations where ALA needed to be represented. The list appended was sent to the seven respondents. IFLA and FID were frequently mentioned among the most important. Two respondents noted that ISO is important to ALA interests. Several respondents also noted that specialized international organizations should have representation from the corresponding ALA Division or counterpart organization such as the Music Library Association for the International Association of Music Libraries.

Lou Wetherbee

June 25, 1980

International Library and Information Associations

Inter-American Association of Agricultural Librarians and Documentalists. IICA-CIDIA, San Jose, Costa Rica

International Association of Agricultural Librarians and Documentalists. MAFF, Central Veterinary Laboratory, New Haw, Waybridge, Surrey KT15 3N13 England.

International Association of Law Libraries. Vanderbilt Law Library, Nashville, Tennessee 37203.

International Association of Metropolitan City Libraries. c/o Friedrich Andrae, Director, Hamburger Offentliche Bucherhallen, Gertrudenkirckhof 9, D-2000 Hamburg 1, Federal Republic of Germany.

International Association of Music Libraries. c/o Anders Lonn, Svenskt Musikhistoriskt Arkiv, Sibyllegatan 2, S-11451 Stockholm, Sweden.

International Association of Sound Archives. c/o David Lance, Keeper, Dept. of Sound Records, Imperial War Museum, Lambeth Rd., London, SE 1, 6HZ, England.

International Council on Archives. Secretariat, 60r. des Francs-Bourgeois, F 75003 Paris France.

International Council of Theological Library Associations. Doddendaal 20, 6511 DG Nijmegen, Netherlands.

International Federation for Documentation. Box 30115, 2500 GC, The Hague, Netherlands.

International Federation of Film Archives. Secretariat, 74 Galerie Ravenstein, B-1000 Brussels, Belgium.

International Federation of Library Associations and Institutions (IFLA) Netherlands Congress Bldg., Box 82128 2508 EC The Hague, Netherlands.

International Institute for Children's Literature and Reading Research. Fuhrmannsgasse 18a, A-1080 Vienna, Austria.

International Organization for Standardization. 150 Central Secretariat 1r. de Varembe, Case postale 56, CH 1211 Geneva 20, Switzerland.

## FUNDING INTERNATIONAL REPRESENTATIVES:

## The Problem and a Possible Solution

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The American Library Association has for a number of years struggled with the problem of trying to assure itself adequate representation in international activities while at the same time avoiding the charge of using scarce funds to support what sometimes seemed to be a kind of international junketing. Although experienced travellers know that overseas trips, especially short ones, can be more debilitating than pleasurable in many instances, those who have not been able to travel abroad generally see such journeys as quite glamorous, filled with elegant receptions and regal dining. In some ways, international representatives are viewed as the "lucky few" who have attained status enough to warrant being sent abroad for an all-expense-paid holiday, with an occasional meeting or two thrown in to satisfy the Internal Revenue Service and the supporting organization.

No doubt enough of such stereotyping of international travellers is warranted to cause the image to persist, despite the falsity that the travellers themselves recognize in the picture. It is often possible to combine a trip to an international conference with further travel abroad, but many times the intent of the additional travel is to broaden the person's understanding of foreign library and information services and to extend personal acquaintances so that communication will be more effective in the future. One frequently overlooked aspect of this expanded travel is the fact that air fare is likely to be significantly lower if the passenger remains overseas for at least seven days. For example, one trip to Paris cost nearly \$900 for less than a week's stay (regular air coach) but would have been reduced to approximately \$600 if the stay had been extended to at least seven days. If the passenger can be flexible enough to go on a "stand by" basis, the fare will be even lower. Unfortunately, those who stay at home may hear about the "fun" part of the trip more than about the meetings attended, thus reinforcing the junketing image.

Part of the persistence of the stereotype may be understood as a failure of the international representatives adequately to communicate the import of the travel to the colleagues who provide the funds to support the trip. The recent efforts of the International Relations Committee (American Library Association) to define the qualifications desirable in international representatives and to specify their responsibilities in reporting to their constituency are a prime example of what can be done to reduce--and hopefully, eventually to eliminate--the misunderstanding of the purposes and accomplishments of overseas travel.

Despite these efforts to help librarians at home appreciate the value of sending representatives to meetings in other countries, the general spirit of frugality and accountability in the United States, which seems to be enjoying a renaissance in the 1980's, mitigates against the spending of large sums to permit international representation, especially when budgets for national efforts are either static or diminished. Curiously, this attitude is resurging just at the time that international communication is

improving, opportunities for effective efforts are burgeoning, and the number of international gatherings seem at an all-time high. Further, the American concern for participative relationships in the development of international standards, guidelines, and systems makes it imperative that responsible personnel be sent to those working sessions in which such developments take place. Without this representation, we will have relatively little effect on the outcome of the deliberations, and our colleagues will feel that something has been "put over" on them.

The dilemma, then, is clear. There are few funds to send representatives to international meetings; when the funds are spent for overseas travel, some will see it as little more than an excuse for someone with "pull" to get a free exotic vacation; yet, the need for international representation and the opportunity for it have never been greater. A casual observation of the list of meetings attended by the staff of IFLA (International Federation of Library Associations and Institutions), as provided to the IFLA Professional Board by its officer during 1979, suggests that scarcely a week passes without an important meeting taking place. Conservatively, an estimate of some 50 meetings a year at which American representation ought to occur can be made, based on the listings provided by the library press. Since most travel costs will range between \$800 and \$2,000, it might be calculated that about \$50,000 would be needed annually to allow for basic United States participation in the important world meetings related to library and information services. The figure could easily be inflated to \$100,000 if the "possibly beneficial" meetings were included.

Clearly, no one library or information association can support such a large allocation of funds to overseas travel. The alternative which has been most often selected is to choose representatives who will be able to pay, or obtain local resources to defray, their own expenses. This, of course, limits the options for securing the qualifications most desirable in the representatives, since the "pool" is reduced to those who have funding.

A second alternative has been to obtain an incentive grant which requires the representative to provide part of the costs of the travel but not all. A variation on this is the identification of a foundation, or other monied group, which has a vested interest in the topic of the meeting and is willing to offer funds to support a joint representation.

In relatively rare instances, one association or institution will absorb the entire cost of travel in order to make sure that a fully qualified specialist participates in the meeting. Although this procedure is more likely to occur in the context of governmental organizations and institutions, many library and information groups are recognizing that such support is essential if their interests are to be protected in international activities. The amount of money available to direct toward this support is, nonetheless, relatively low.

Proposal: Recognizing that not all of the constituents of library and information groups will appreciate the value of international representation and that the image of junketing is likely to persist, funding for increased representation utilizing the best-qualified people is most likely to be obtained from individuals who are committed to the value of such representation. Since annual resources of some \$50,000 (minimum) are needed, it is proposed that an international travel fund be established under the aegis of either an organization such as CNLIA (Council of National Library and Information Associations) or an independent foundation. A brief conversation with an attorney indicated

that it is possible, at least under Texas law, to establish a kind of foundation which could receive funds that the donors could count as tax-deductible contributions, so long as the funds were distributed for a quasi-scholarship purpose with "educational" intent. Clearly more legal investigation is needed before such a foundation could be established, but if such an entity could be formed it might then appeal for contributions from those persons who appreciate the value of international representation and want to support it in a special--albeit tax-deductible--way.

There may be other ways to resolve the dilemma between diminishing revenues and increased opportunities to participate internationally. So far, however, these solutions have not emerged. The suggestion for establishing a "scholarship" fund dedicated to this particular effort may not be practicable, but perhaps it will at least stimulate further creative thinking on the problem and eventually produce a viable answer.