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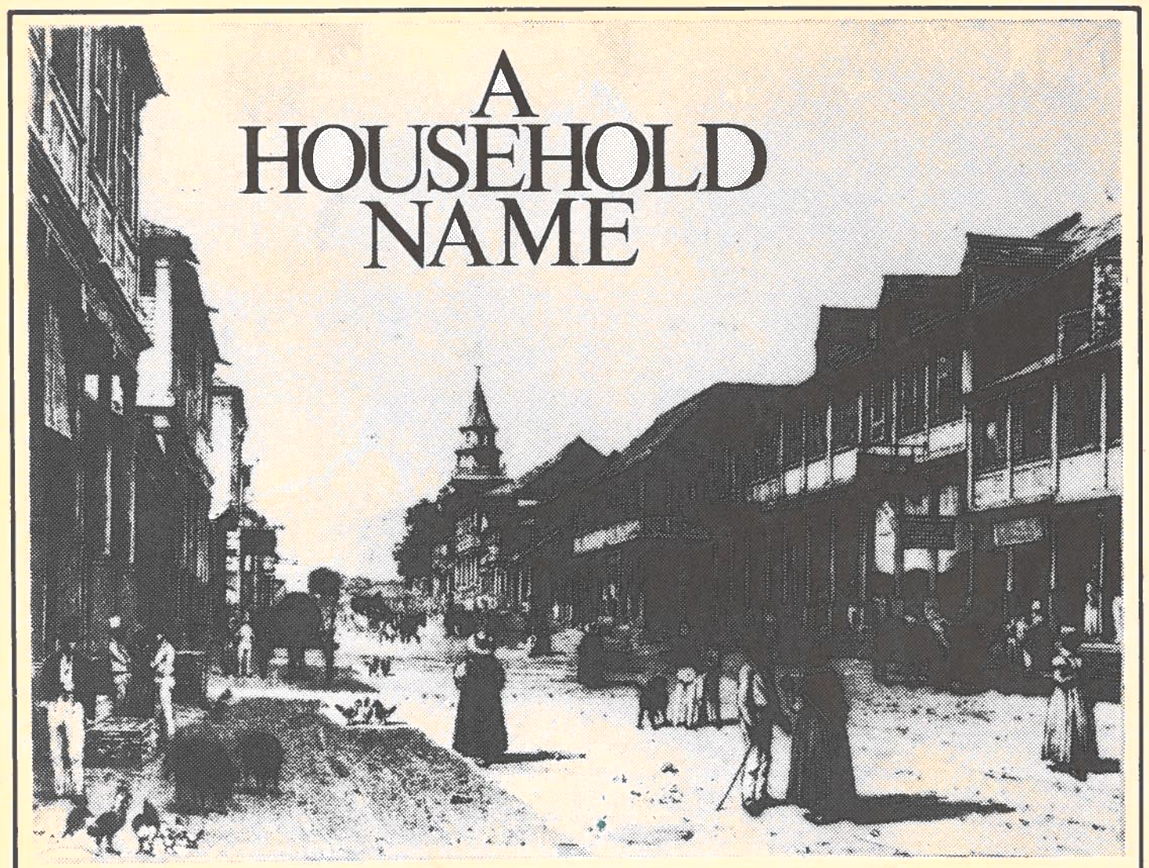
JAMAICA LIBRARY ASSOCIATION

BULLETIN

1985-1986



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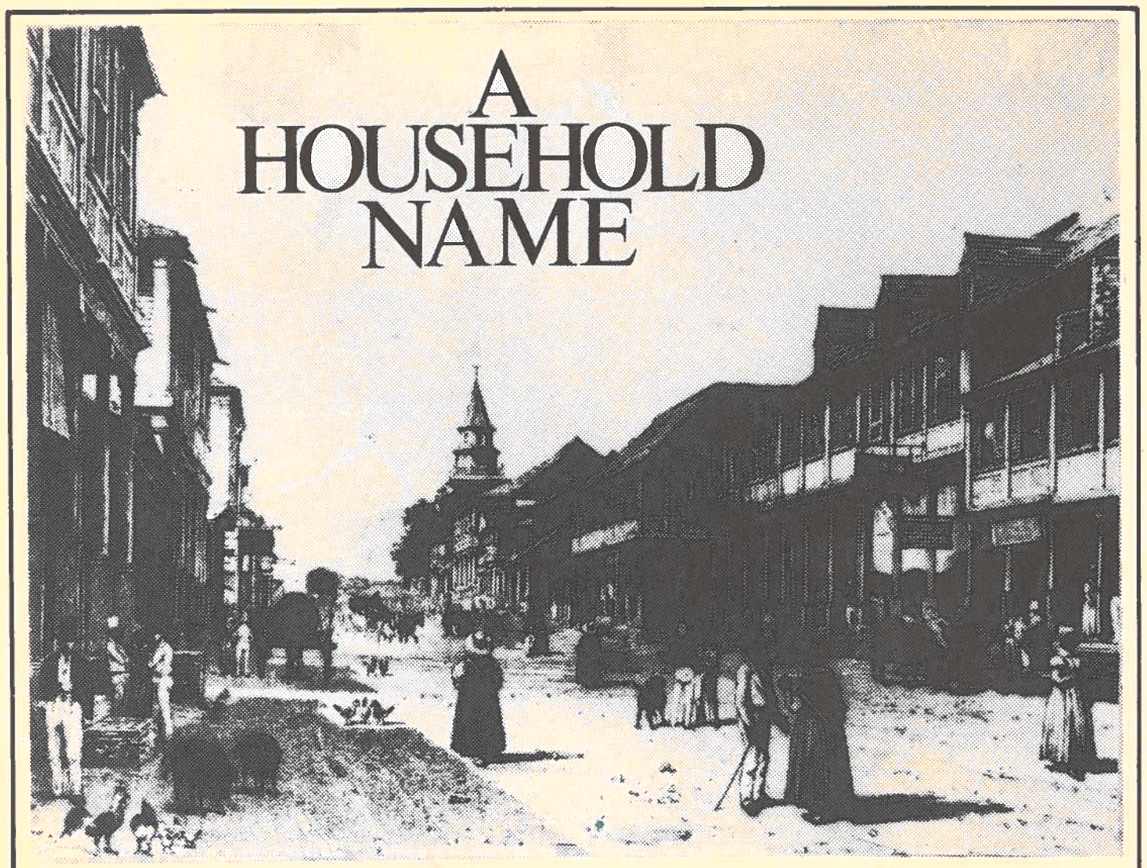

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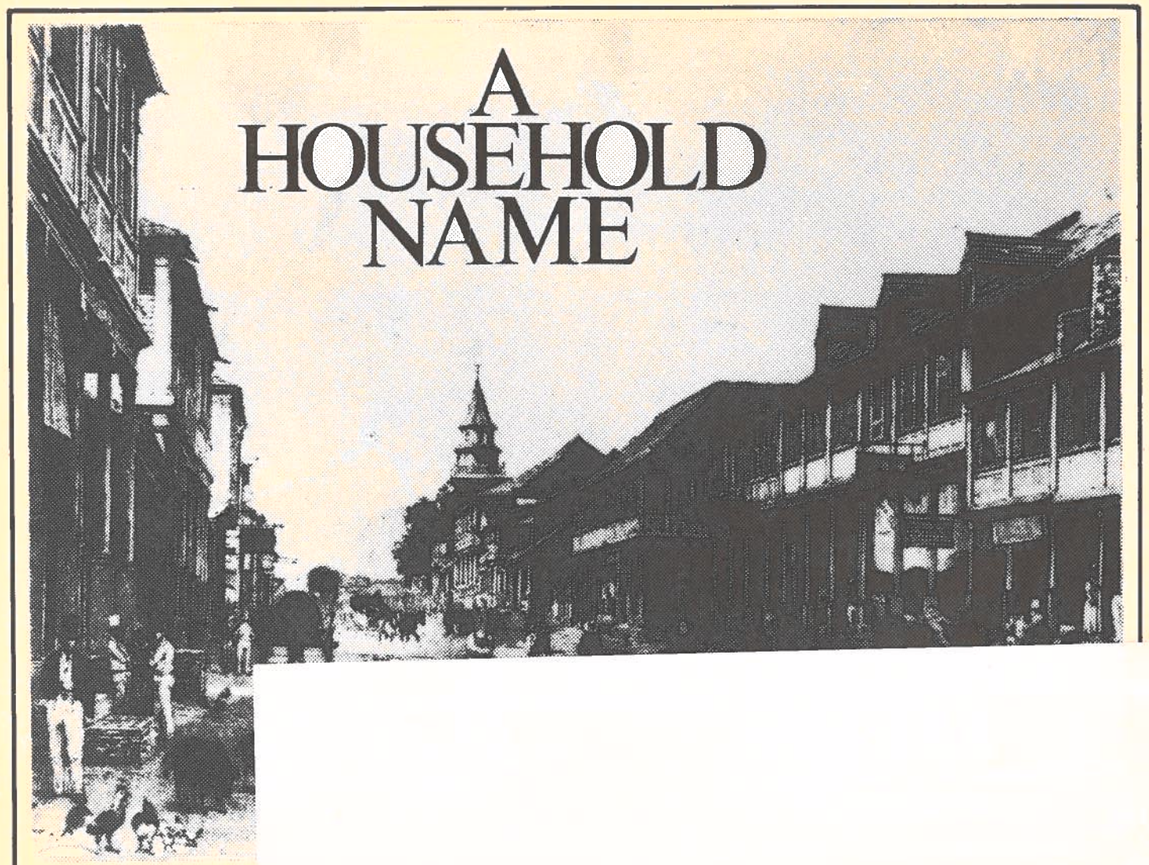

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Status, Salaries and Conditions of Service	Mrs. Sheila Lampart

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35th Anniversary Celebration	Miss Hermine Salmon
Site for Secretariat	Mrs. Sybil Iton
Joint IASL/ Caribbean Conference Planning Sub-Committee	Mrs. Amy Robertson

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by Sybil Iton.

MADAME Past President, colleagues and friends. although I knew one year ago that I was destined to take over the presidency of this prestigious Association in January 1985, I eventually came to grips with the reality of the situation only today, when faced with delivering a Presidential address. After careful consideration I came to the conclusion that my best line of action would be to share with you a few thoughts on some of the current concerns and issues that involve us as an Association.

This year, the Association is celebrating 35 years of existence. I therefore deem it a privilege and honour to be occupying the chair at this time. A full programme of activities has been planned for the celebrations and you will be hearing more about it. I would pay tribute to the founders and pioneer members of the Association and those who have worked, giving of their time and energy to building a sound foundation. I have been given the opportunity to build on this foundation by carrying forward some of the many programmes already started by my predecessors. It is my firm opinion that over the years the Association has managed to operate as a professional association in spite of the many problems it encountered. This was possible because one of the most important ingredients was present, that of the "common bond." This bond brought us together 35 years ago. A bond that includes not only librarians/information specialists/archivists, but non-librarians who have allied themselves with the Association because of their love of and contribution to the field. My involvement has been over a long period, I have seen it come of age and continue to grow.

So much has been accomplished by the Association and yet there is still so much more to be done. This is why I would like to share two areas of concern with you today. These are the education and training of librarians, and the impact of the profession on the society. The first concern is by no means new. It can be examined in two areas, training librarians at the undergraduate level and their continuing education. There is still a shortage of trained staff to manage strategic service areas. Librarians and information specialists in charge of units must make an effort to arrange for their staff or suitable personnel to be trained and so expand the number of professionals in the field. It is no secret that all manpower surveys so far indicate the need for more trained staff.

Continuing education is the other side of the coin. Today, the first area that comes to mind is information technology because of the increasing use of the computer in the retrieval of information. I identify other areas such as a knowledge and understanding of the management of systems and networks, human resource administration, financial and managerial accounting and a knowledge and understanding of the structure and operation of government and its agencies. We must face up to training in these areas because of changes that are taking place around us. The public and private sectors have become more aware of the importance of information in the decision-making and problem-solving processes, and trained personnel must be available to serve in these areas. There is also our national information system and our referral services. In addition there are more frequent instances of "networking" and co-operation among libraries and information units. A start was made at the Library School at the University of the West Indies when Professor Douglas in October 1984 introduced a new course in computer technology in libraries

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When we think of the cost of educating anyone abroad we must be grateful to the band of professionals and non-professionals who were instrumental in having the school established in 1971. Practical experience through a programme of attachments is also needed. These can be made to selected organizations in Jamaica and abroad. Concern for the education of professionals produced a library school. I hope our concern for continuing education will produce similar results.

The second concern, that of our impact on the society as a profession, has been tackled by the Association from time to time. Last year our Promotions Working Party did an excellent job in mounting a most impressive and effective public relations programme and I congratulate the members of that Working Party.

I however feel, and I know you agree with me, that the most effective public relations is still the satisfied client. This is where we will make our most lasting impact on the society. We can attempt this, either as a profession or through our individual libraries and information units. I also feel that many of us are still not yet satisfied with our public image. If we are not satisfied with our public image and we feel we need to change the public's perception of what we represent as a profession then one of the ways is through a high level of service. We need to take a serious look at our clients' needs and then assess whether these are being filled by our organizations. We need to demonstrate our ability to produce the required service for our clients over and over again. Another way is being aware of what is happening around us and taking an active interest in those things that impinge on our profession. I feel that the nation's concerns should be our concerns. Take, for example, the problem of providing text books for schools. Ours is the foremost Association in Jamaica whose professionals are involved with the provision of reading material whether it be for education, research, information or recreation. Have we as an Association examined that problem which has been so critical to the education of children? I repeat, the nation's concerns should be our concerns.

Before sharing with you some of the issues that we can look on as an Association during the coming year, I must mention one area in which I feel that the society has made an impact on our profession and that is "the information explosion," as it is sometimes referred to. What do we as professionals find with the introduction of computer technology? We find that the increasing use of computer technology in the information process is outside the traditional library and information systems. This point was forcibly made at a meeting sponsored by the Association when it was brought to our attention that the private and public sectors were collaborating to provide information for their needs. The setting up of the Caribbean Basin Information Network which contains current information relevant to the needs of business, government agencies and other groups concerned with private sector development in the Caribbean and America is being co-ordinated by the Private Sector Organization of Jamaica (PSOJ). To my knowledge no librarian/information specialist is involved. NACOLADS has been the catalyst for the introduction of automation within the national information system and by extension in some units within the system. We need to make a concerted effort both as individuals and as a profession to introduce strategies whereby we can acquire both hardware and software or time on a system. This will be the only way in which we can become part of the present thrust to provide information. Information is now being recognised as a commodity. It is often spoken of as the "new capital". We need to become an active part of this new dynamism.

I now come to some of the special issues to which we can pay attention in the future. Much work has already been started on some of these.

They include:–

- The strengthening of the Secretariat of the Association.

We are still without a permanent home. The continuation of the quest for a permanent home by the identification and acquisition of a site is vital.

The expansion of the hours during which the Secretariat is open and the introduction of some basic services to the membership are necessary.

To this end I make an appeal to members who have material such as closed files, brochures and photographs relating in any way to the Association, to send them to the Secretariat at Belmont Road.

- Stimulating and, if necessary, supporting research in the field by professionals and library and information units.

- A further expansion of our publication agenda.

This could be done by encouraging and supporting the writing of articles through the introduction of a monograph series or an occasional paper series or any other series that is applicable.

- A critical look at the adverse effect of the foreign exchange problems on the retrieval of information.

This is in respect not only of books, but of audio-visual material and equipment and most of all of periodical literature. Currently, periodical literature is listed under the items requiring a quota, but is hidden under the obscure heading of "consumer goods". Most units continue to experience problems with the acquisition of this important tool for providing information. The Association should investigate the possibility of setting up its own agency to import periodicals and if possible to extend it to include library equipment. This would need the full support of the profession.

- The welfare of librarians/information specialists being paid from the public purse.

Apart from those that are classified as Civil Servants, there is still no pension scheme for staff working in such institutions as the National Library of Jamaica and the Jamaica Library Service which is the organization that employs the largest number of professionals in the island.

We need to make a concerted effort to bring these inadequacies to the attention of the authorities who can do something towards implementing a scheme. Coupled with this, is the vexed question that salaries and benefits paid are not commensurate with the responsibilities and duties that are attached to professional posts. NACOLADS and the Association are working on this, but the co-operation of members in responding to requests for information on units is necessary. The reclassification of these posts is now urgent.

I must mention the fact that many of these professionals have been designated travelling officers by the government, but are left out of the arrangements for the receipt of car loans or inclusion in the barter scheme. The membership of the profession has been very articulate on these problems that affect them personally and we must work together towards making a break-through.

- The manning of libraries in the schools by trained staff. There is the need to convince the government that the quality of education will improve significantly if libraries, as vital resource centres in schools, are managed by trained personnel who can exploit the limited material available.

- A thorough analysis of the role and status of the library technician within the profession.

- The support of the programmes of NACOLADS and the Department of Library Studies. I feel that these institutions in conjunction with the Association could give much of the support that the members of the profession need: NACOLADS in its advisory capacity; the Library School providing the manpower and keeping us abreast of innovations in the field; and the Association, the most important of the three, being the voice of the profession.

I pay tribute to the Working Parties especially the ones which carried out the bulk of the programme for the Association during the last year. I also pay tribute to the two sections, Schools and Special Libraries. May they remain as healthy as they began.

One task I must carry out before I close, is that of launching the 35th Anniversary Celebrations of the Association. I therefore officially launch the celebrations associated with the 35th Anniversary of this Association.

I congratulate Miss Hermine Salmon and her Committee on the planning of the programme. Three objectives have been identified:–

- To project the image of the Association into the community with a view to getting greater public and professional support;
- To highlight the achievements of libraries and librarians over the years and to publicize future programmes;
- To support the activities for the development of the national information system.

I encourage you to participate and involve yourselves in implementing this programme.

I thank members of the Association who have already indicated their willingness to chair Working Parties and accept other responsibilities.

I pledge to carry out my duties as President of the Association in a manner that is always in the best interest of the Association, and in return I ask for your full co-operation and support.

(Delivered at the JLA Annual General Meeting, January 1985)

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I however feel, and I know you agree with me, that the most effective public relations is still the satisfied client. This is where we will make our most lasting impact on the society. We can attempt this, either as a profession or through our individual libraries and information units. I also feel that many of us are still not yet satisfied with our public image. If we are not satisfied with our public image and we feel we need to change the public's perception of what we represent as a profession then one of the ways is through a high level of service. We need to take a serious look at our clients' needs and then assess whether these are being filled by our organizations. We need to demonstrate our ability to produce the required service for our clients over and over again. Another way is being aware of what is happening around us and taking an active interest in those things that impinge on our profession. I feel that the nation's concerns should be our concerns. Take, for example, the problem of providing text books for schools. Ours is the foremost Association in Jamaica whose professionals are involved with the provision of reading material whether it be for education, research, information or recreation. Have we as an Association examined that problem which has been so critical to the education of children? I repeat, the nation's concerns should be our concerns.

Before sharing with you some of the issues that we can look on as an Association during the coming year, I must mention one area in which I feel that the society has made an impact on our profession and that is "the information explosion," as it is sometimes referred to. What do we as professionals find with the introduction of computer technology? We find that the increasing use of computer technology in the information process is outside the traditional library and information systems. This point was forcibly made at a meeting sponsored by the Association when it was brought to our attention that the private and public sectors were collaborating to provide information for their needs. The setting up of the Caribbean Basin Information Network which contains current information relevant to the needs of business, government agencies and other groups concerned with private sector development in the Caribbean and America is being co-ordinated by the Private Sector Organization of Jamaica (PSOJ). To my knowledge no librarian/information specialist is involved. NACOLADS has been the catalyst for the introduction of automation within the national information system and by extension in some units within the system. We need to make a concerted effort both as individuals and as a profession to introduce strategies whereby we can acquire both hardware and software or time on a system. This will be the only way in which we can become part of the present thrust to provide information. Information is now being recognised as a commodity. It is often spoken of as the "new capital". We need to become an active part of this new dynamism.

I now come to some of the special issues to which we can pay attention in the future. Much work has already been started on some of these.

They include:–

- The strengthening of the Secretariat of the Association.

We are still without a permanent home. The continuation of the quest for a permanent home by the identification and acquisition of a site is vital.

The expansion of the hours during which the Secretariat is open and the introduction of some basic services to the membership are necessary.

To this end I make an appeal to members who have material such as closed files, brochures and photographs relating in any way to the Association, to send them to the Secretariat at Belmont Road.

- Stimulating and, if necessary, supporting research in the field by professionals and library and information units.
- A further expansion of our publication agenda.

This could be done by encouraging and supporting the writing of articles through the introduction of a monograph series or an occasional paper series or any other series that is applicable.

- A critical look at the adverse effect of the foreign exchange problems on the retrieval of information.

This is in respect not only of books, but of audio-visual material and equipment and most of all of periodical literature. Currently, periodical literature is listed under the items requiring a quota, but is hidden under the obscure heading of "consumer goods". Most units continue to experience problems with the acquisition of this important tool for providing information. The Association should investigate the possibility of setting up its own agency to import periodicals and if possible to extend it to include library equipment. This would need the full support of the profession.

- The welfare of librarians/information specialists being paid from the public purse.

Apart from those that are classified as Civil Servants, there is still no pension scheme for staff working in such institutions as the National Library of Jamaica and the Jamaica Library Service which is the organization that employs the largest number of professionals in the island.

We need to make a concerted effort to bring these inadequacies to the attention of the authorities who can do something towards implementing a scheme. Coupled with this, is the vexed question that salaries and benefits paid are not commensurate with the responsibilities and duties that are attached to professional posts. NACOLADS and the Association are working on this, but the co-operation of members in responding to requests for information on units is necessary. The reclassification of these posts is now urgent.

I must mention the fact that many of these professionals have been designated travelling officers by the government, but are left out of the arrangements for the receipt of car loans or inclusion in the barter scheme. The membership of the profession has been very articulate on these problems that affect them personally and we must work together towards making a break-through.

- The manning of libraries in the schools by trained staff. There is the need to convince the government that the quality of education will improve significantly if libraries, as vital resource centres in schools, are managed by trained personnel who can exploit the limited material available.
- A thorough analysis of the role and status of the library technician within the profession.
- The support of the programmes of NACOLADS and the Department of Library Studies. I feel that these institutions in conjunction with the Association could give much of the support that the members of the profession need: NACOLADS in its advisory capacity; the Library School providing the manpower and keeping us abreast of innovations in the field; and the Association, the most important of the three, being the voice of the profession.

I pay tribute to the Working Parties especially the ones which carried out the bulk of the programme for the Association during the last year. I also pay tribute to the two sections, Schools and Special Libraries. May they remain as healthy as they began.

One task I must carry out before I close, is that of launching the 35th Anniversary Celebrations of the Association. I therefore officially launch the celebrations associated with the 35th Anniversary of this Association.

I congratulate Miss Hermine Salmon and her Committee on the planning of the programme. Three objectives have been identified:–

- To project the image of the Association into the community with a view to getting greater public and professional support;
- To highlight the achievements of libraries and librarians over the years and to publicize future programmes;
- To support the activities for the development of the national information system.

I encourage you to participate and involve yourselves in implementing this programme.

I thank members of the Association who have already indicated their willingness to chair Working Parties and accept other responsibilities.

I pledge to carry out my duties as President of the Association in a manner that is always in the best interest of the Association, and in return I ask for your full co-operation and support.

(Delivered at the JLA Annual General Meeting, January 1985)

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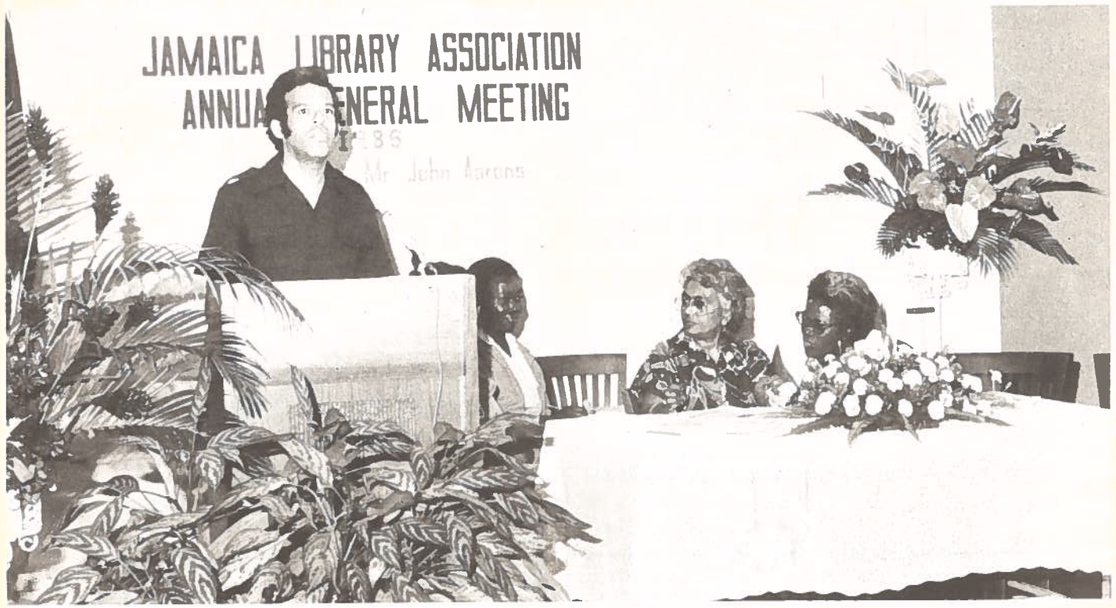
PRESIDENTIAL ADDRESS 1986

by John A. Aarons



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However, after much persuasion from Mrs. Iton and Mrs. Salmon, encouragement from my colleagues and reflection on my part, I decided to accept. I would like to thank the outgoing Executive for the confidence they have shown in nominating me and to you all for electing me President – the first President in 12 years not to serve a year's probationary period of 1st Vice President!

I would also like to thank Mrs. Iton for what she has said about my involvement and that of members of my family – past and present – in the library field. A year or two ago a Library School student came to interview me in connection with her Caribbean Study paper on the reasons why so few men were attracted to the library profession. The question she asked which gave me the greatest difficulty in replying was: Why did I become a librarian?

I gave her some answers which I am certain all of us could give. However, I felt that something was lacking. It was difficult to describe the influence in one's formative years of a home environment in which books played an important part, libraries were a constant topic of conversation and librarians frequent visitors. For me to move into the profession via a sojourn in archives seemed natural. Marrying a librarian, too, I suppose, was also natural!

I am very conscious of the honour of being elected President of this Association especially as my late father not only occupied this position 13 years ago but was the most recent male to do so. His immediate predecessors were Mr. K.E. Ingram and Mr. C.L. Stuart. I do not know whether my election today will initiate another three-year cycle of male presidents! Incidentally, it is of interest to note that up to a few minutes ago the same number of men and women have served as president of the Association. Of the 32 presidents we have had over the past 36 years – four served twice and there were two presidents in one year – 16 were men and 16 were women. I think I have now made it 17–16.

Our Association has now completed 35 years of service and it would be tempting at this point to look back and reflect on what has been achieved over these three and a half decades. However, I shall not do this as it seems we ought to be looking to the future and at some of the directions in which the Association could be moving.

Life is constantly changing and as individuals we have to change to keep up with new developments. The degree of success with which we achieve this is an indication of our strength and vitality. The same is true of institutions and associations. I would therefore like to share with you some ideas on areas in which we might be engaged.

One of these I would like to call professional self-analysis. It is nothing new as all institutions should periodically review

their activities and programmes and see whether they are fulfilling the needs for which they were established.

We can take note of the fact that a Futures Working Party was established by the British Library Association to produce a report on the changing requirements of librarianship in that country. The report aroused much discussion and debate among librarians in Britain. The article in the **Library Association Record** describing the debate refers to the influential nature of the Library Association and the fact that it "must recognise the need to change itself to reflect the new needs of workers in the information industry".

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The Department of Library Studies at the University of the West Indies (UWI) is in the forefront of this activity in Jamaica through investigative research. Undergraduate students in the department have been, and still are, collecting important data during the course of investigative research for the compulsory Caribbean Studies paper required in partial fulfilment of the UWI B.A. degree. The papers have provided useful and important information on matters of concern to us. Hopefully, these former students will follow through with their research topics and publish articles based on their findings when they become practising librarians. Members of the Association who assist students with their research papers, by answering questionnaires and through discussions, are supporting the profession and maintaining a balance between the academic approach and the realities of the work place.

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Another area of concern I would like to raise is one with which we have wrestled over the past 35 years. It is in connection with one of the stated aims of the Association: "to promote a wider knowledge of library work and to form an educated public opinion on libraries". This is a difficult area as we are trying to change the public's perception of what is involved in being a librarian and what a library is and the kind of services it offers. I do not think that this will be achieved just by changing the title of "Librarian" to that of "Information Specialist". Instead, we have to project ourselves and our work as much as possible.

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PRESIDENTIAL ADDRESS 1986

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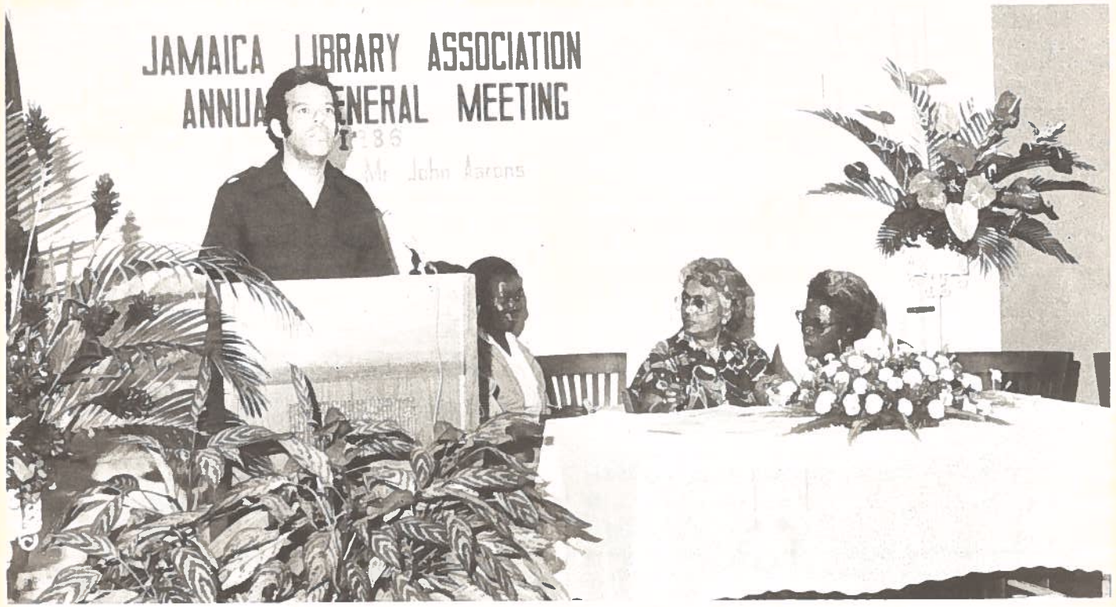

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I realize that a great deal more could be said on these and other matters. For instance, the usual appeal could have been made to librarians to join the Association and support its activities. This has not been done as I am assuming that this audience comprises librarians and other persons working in or interested in libraries who have already paid their membership subscription, who will themselves assist in "running down" delinquent librarians and who will be actively supporting the Association during the coming year.

In closing, I would like to congratulate Mrs. Sybil Iton and members of the 1985 Executive for the work they accomplished last year. I congratulate them also on the comprehensive report which has been presented today. If Mrs. Iton thinks that having attained the position of Immediate Past President means a relaxing year, she is in for a surprise. She will still have a lot to do and I would like to thank her for the assistance and support promised.

My colleagues and I on the new Executive look forward to a challenging year and to serving you for the next 12 months. I am confident that we will be able to count on your co-operation and support.

Thank you.

(Delivered at the JLA Annual General Meeting, January 1986)

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Cosmetology	– School of Cosmetology
Garment Industry Skills	– GARMEX Academy

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This is the most recent programme. It provides self-employment opportunities for unemployed youth (18–30 years of age) with low levels of training, limited resources and little or no access to credit.

MILESTONES OF THE JAMAICA LIBRARY ASSOCIATION 1950 – 1985

by John A. Aarons

IN 1985 the Jamaica Library Association (JLA) marked 35 years of service to the library profession in Jamaica. During this period the Association has achieved notable successes and these are in no small way due to the dedication of its members who have worked hard to establish and promote the library profession as an integral part of the country's development. The Association's impact is not only confined to Jamaica as it has made important contributions to the library profession at regional and international levels.

This article is not intended to be a history of the JLA over the past 35 years or a critique of its activities. Instead it is to indicate the Association's objectives and some of its specific accomplishments within the period in the following main areas:

- Education and Training for Librarians
- Development of Standards for the Profession
- Promotion of Libraries and the Library Profession
- Development of International Library links.

It should be noted that the achievements of the Association are closely related to the growth and development of libraries and documentation centres in the country and to the realization by successive governments that libraries are an integral part of the development process.

ESTABLISHMENT OF THE JAMAICA LIBRARY ASSOCIATION

The initiative for the establishment of a library association came from Mr. A.S. Bryant, the first Director of the Jamaica Library Service who felt that such a body was an "essential part of library organization in the island". Accordingly in 1949, a year after the Jamaica Library Service was established, he decided, with the approval of his Board, to call a meeting of all persons working in libraries or having an interest in library development.

The meeting was a success as 94 persons met at the St. Catherine Parish Library on July 14, 1949 and passed a resolution that the Jamaica Library Association be established with the following objectives:

- To unite all persons engaged in or interested in library work in Jamaica and to provide opportunities for their meeting together to discuss matters relating to libraries.
- To encourage co-operation and to promote the active development and maintenance of libraries throughout Jamaica.
- To promote a high standard of education and training of library staff and whatever may improve the status of the librarians.
- To promote a wider knowledge of library work and to form an educated public opinion on libraries.

A provisional committee was elected to prepare a draft constitution which was adopted at the AGM on January 26, 1950, at which time the Jamaica Library Association was launched.

The structure of the JLA has changed over the years to keep pace with the growing needs of the profession. In 1964 standing working parties were established to take the place of ad-hoc committees set up to carry out specific projects and to provide for new services. As a result of the special needs of librarians working in school libraries or interested in school library development, a Schools Section was formed in 1973. A similar feeling by librarians working in special libraries in the public and private sectors led to the formation of a Special Libraries and Information Section in 1982.

An indication of how the Association has grown over the 35-year period can be seen by comparing the 1950 membership figures with those of 1985.

	1950	1985
Full	59	152
Associate	12	35
Institutional	6	62
Student	–	14
	77	263

Not more than six of the 59 persons with full membership in 1950 had formal training in librarianship and only one was a Jamaican. By 1985 most of the 152 persons on record as full members were librarians and almost all were Jamaican or from the other territories of the Commonwealth Caribbean.

TRAINING

The significant increase in the number of librarians occurred during the 1970s and 1980s and this was due mainly to the establishment of the Department of Library Studies at the University of the West Indies in 1971. The JLA was one of the prime movers behind the establishment of this department. Dr. Dorothy Collings, first Professor and Head of the Department of Library Studies, in acknowledging the role of the JLA in this regard noted, "the progressive thinking and forceful application which were given by this body to the question of providing formal library education to the region were important contributing factors throughout the long period of exploration and negotiation".

From its inception the JLA was concerned with training as it realized that there was a great need for professional librarians to man the growing number of libraries in the island. The first committee established was one on Education and it recommended that the fullest advantage be taken of the Eastern Caribbean Regional Library School in Trinidad. It was hoped that this part-time school in Trinidad would become a fully fledged Library School, but this was not to be as it ceased operations in 1962. In that year, the JLA in collaboration with the Library Association of Trinidad and Tobago made its first submission to the UWI to establish a library school.

The JLA's special committee drew up detailed proposals for the establishment of a library school at the UWI, including the provision of funding. It followed through with letters, reports and meetings with the UWI Vice-Chancellor and other UWI officials as well as the Minister of Education in Jamaica. Eventually, through vigorous representations the Association was able to prevail upon the Government to obtain the services of the Unesco con-

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I realize that a great deal more could be said on these and other matters. For instance, the usual appeal could have been made to librarians to join the Association and support its activities. This has not been done as I am assuming that this audience comprises librarians and other persons working in or interested in libraries who have already paid their membership subscription, who will themselves assist in "running down" delinquent librarians and who will be actively supporting the Association during the coming year.

In closing, I would like to congratulate Mrs. Sybil Iton and members of the 1985 Executive for the work they accomplished last year. I congratulate them also on the comprehensive report which has been presented today. If Mrs. Iton thinks that having attained the position of Immediate Past President means a relaxing year, she is in for a surprise. She will still have a lot to do and I would like to thank her for the assistance and support promised.

My colleagues and I on the new Executive look forward to a challenging year and to serving you for the next 12 months. I am confident that we will be able to count on your co-operation and support.

Thank you.

(Delivered at the JLA Annual General Meeting, January 1986)

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MILESTONES OF THE JAMAICA LIBRARY ASSOCIATION 1950 – 1985

by John A. Aarons

IN 1985 the Jamaica Library Association (JLA) marked 35 years of service to the library profession in Jamaica. During this period the Association has achieved notable successes and these are in no small way due to the dedication of its members who have worked hard to establish and promote the library profession as an integral part of the country's development. The Association's impact is not only confined to Jamaica as it has made important contributions to the library profession at regional and international levels.

This article is not intended to be a history of the JLA over the past 35 years or a critique of its activities. Instead it is to indicate the Association's objectives and some of its specific accomplishments within the period in the following main areas:

- Education and Training for Librarians
- Development of Standards for the Profession
- Promotion of Libraries and the Library Profession
- Development of International Library links.

It should be noted that the achievements of the Association are closely related to the growth and development of libraries and documentation centres in the country and to the realization by successive governments that libraries are an integral part of the development process.

ESTABLISHMENT OF THE JAMAICA LIBRARY ASSOCIATION

The initiative for the establishment of a library association came from Mr. A.S. Bryant, the first Director of the Jamaica Library Service who felt that such a body was an "essential part of library organization in the island". Accordingly in 1949, a year after the Jamaica Library Service was established, he decided, with the approval of his Board, to call a meeting of all persons working in libraries or having an interest in library development.

The meeting was a success as 94 persons met at the St. Catherine Parish Library on July 14, 1949 and passed a resolution that the Jamaica Library Association be established with the following objectives:

- To unite all persons engaged in or interested in library work in Jamaica and to provide opportunities for their meeting together to discuss matters relating to libraries.
- To encourage co-operation and to promote the active development and maintenance of libraries throughout Jamaica.
- To promote a high standard of education and training of library staff and whatever may improve the status of the librarians.
- To promote a wider knowledge of library work and to form an educated public opinion on libraries.

A provisional committee was elected to prepare a draft constitution which was adopted at the AGM on January 26, 1950, at which time the Jamaica Library Association was launched.

The structure of the JLA has changed over the years to keep pace with the growing needs of the profession. In 1964 standing working parties were established to take the place of ad-hoc committees set up to carry out specific projects and to provide for new services. As a result of the special needs of librarians working in school libraries or interested in school library development, a Schools Section was formed in 1973. A similar feeling by librarians working in special libraries in the public and private sectors led to the formation of a Special Libraries and Information Section in 1982.

An indication of how the Association has grown over the 35-year period can be seen by comparing the 1950 membership figures with those of 1985.

	1950	1985
Full	59	152
Associate	12	35
Institutional	6	62
Student	–	14
	77	263

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sultant to survey the training needs of librarians in the country. The consultant, Dr. J. Perian Danton, recommended that a library school be established at Mona and Unesco agreed to assist with funding for four years. Thus, in 1971, the Department of Library Studies began operations to provide professional library training in the Caribbean.

PROMOTIONAL ACTIVITIES

Although education and training have been major preoccupations of the JLA it has not overlooked its other objectives, one of them being to form an educated public opinion on libraries. As a result of a reorganization of the Association in 1964, four working parties were established, one of them being promotional.

National Library Week

The major project of the first Promotions Working Party was the organization of a National Library Week which took place between March 6–12, 1966. The activities were held on an all-island basis and consisted of book displays, lectures, panel discussions, quizzes, film shows and debates. The results of the week's activities were carefully analyzed to see what it achieved and to provide a guide for future events of this kind. It was found, for instance, that children displayed the greatest interest in the activities and readership among this group increased. Another pleasing result was that the displays of books on the West Indies increased demand from readers for these titles. As a result of the success of this "Library Week" it was proposed that one be held every three years. Unfortunately, it was not until 1981 that another "Library Week" was held, the theme of which was "Library and Information Services: your partners in progress". Activities included a major exhibition opened by the Minister of Education, panel discussions on radio and television and displays in various libraries. The week began with a special four page feature in the **Daily Gleaner** and ended with an all-day AGM, and a seminar on matters affecting the profession.

25th Anniversary

Between the two organized "Library Weeks" a number of activities were held to promote libraries and the library profession. The major one occurred in 1974 when the JLA celebrated its 25th anniversary. The event was marked by a special supplement in the **Daily Gleaner** with congratulatory messages from leaders of state and articles on the Association and the various libraries in the country.

The major event of the 25th Anniversary celebrations was the opening of an exhibition entitled **Libraries: Media, Sources and Resources** by the President-Elect of the (British) Library Association who, along with his wife, was in Jamaica as the Association's guest for the celebrations.

The Association has identified itself with national events and in association with the National Council on Libraries, Archives and Documentation Services (NACOLADS) mounted an exhibition entitled **Libraries and Information: Technology at Work** to mark Jamaica's 21st anniversary of Independence in 1983.

As a result of these activities the work of the Association and the importance and value of librarians have been promoted to a wider audience.

DEVELOPMENT OF STANDARDS FOR THE PROFESSION

School Libraries

From its inception the Association identified school libraries as deserving of special attention if they were to play an important role in the educational system. The 1950 Executive Committee sent circulars to schools and training colleges, encouraging them to join the Association in the hope that this would ". . . pave the way for the formation of a schools' libraries section of the Association".

A Schools Section did not become a reality until 23 years later but the problems of school libraries had not been ignored. A committee was set up to prepare standards for the minimum requirements for school libraries and these were published in 1972. A formal presentation was made to the then Minister of Education and the Ministry was asked to recognize and implement the Standards in all schools. It was not until 1977 that the Government agreed to implement them and a circular was sent to all schools to this effect. The Jamaica Library Service purchased 1,000 copies of the document and presented them to the Ministry for distribution to schools.

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"Libraries and the Challenge of Change" – International Library Conference, April 1972

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The conference was sponsored by the Jamaica Library Association in collaboration with the Ministry of Education and the Jamaica Library Service. It was undoubtedly one of the most important events in the history of the JLA and attracted over 260 participants from 18 countries of the Caribbean, North America and Europe and regional and international organizations. The emphasis of the conference was on the Caribbean and at each session two papers were presented, one a general paper from a librarian from a non-Caribbean territory and the other by someone from the English-speaking Caribbean.

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Commonwealth Library Association (COMLA)

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The International Association of School Librarians (IASL) is another international organization, founded at about the same time as COMLA, with which the JLA has had a special relationship. It was inaugurated in Jamaica in 1971 during the Conference of the World Confederation of Organizations of the Teaching Profession. In 1977, Mrs. Amy Robertson, a past President of the JLA, was elected President of IASL and served until 1983.

In 1985, the IASL "returned" to Jamaica. The JLA, in association with Unesco, sponsored its 14th Annual Conference. Once again, the JLA played host to overseas librarians – 49 of whom came from North America, Europe and 15 Caribbean and Latin American countries. The organization of this conference, including the raising of the necessary funds, occupied much of the time of the members of the JLA in 1985. It is gratifying to note that the conference was very successful and participants were full of praise for its organization and programmes. According to a report on the conference in **IFLA Journal** (12), 1986, ". . . the Jamaican experience leaves a warm spot in the hearts of all who participated".

CONCLUSION

The JLA activities noted in this article cover only some of the highlights of the Association's programmes over the past three and a half decades. A full account of the Association's activities in areas such as continuing education for librarians, representations to the Government on matters affecting the profession and links with regional and international associations in addition to the areas mentioned, will be included in the history of the Association now in preparation.

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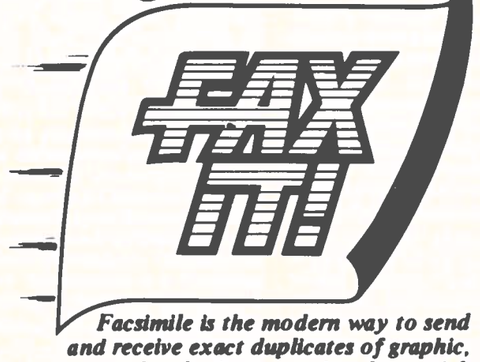

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TOWARDS A NATIONAL INFORMATION POLICY FOR JAMAICA

by Sheila Lampart

INTRODUCTION

The Seminar on the Evaluation and Analysis of National Information Policy was convened in Jamaica in June 1985 with assistance from Unesco. The theme of the seminar was "Towards the development of a national information policy".

A Working Document based on Unesco guidelines, and examining existing information policies in Jamaica and the areas which still needed to be addressed, provided the background for participants, presenters and chairmen of Working Sessions. These were drawn from a wide cross-section of persons including policy-makers, administrators, educators, scientists, technocrats, media personnel, information users and information specialists from both the public and private sectors.

The seminar produced "Proposals for formulating a national information policy statement" aimed at harmonizing and enhancing the wide range of existing information policies in Jamaica as well as "Recommendations" for the implementation of such a policy.

BACKGROUND

As a small developing country in the Caribbean (area: 4,411 square miles; population 2½ million) Jamaica's information policies were established, as the need was perceived, in the first instance during the late nineteenth century, as a British dependency (1656–1962) and especially in the period immediately preceding and following its attainment of sovereignty (1962).

These policies were aimed at the collection, preservation and provision of information relevant to particular needs and relating to education, culture and the economy.

They emanated as:

1) legislative enactments providing for the preservation of printed materials[1] and the protection of the creators of artistic works[2], establishment of special institutions[3] having an information component[4] including research institutions[5], libraries[6], archives[7] and special information services[8];

2) activities in support of library and information services such as

a) the provision, on a continuing basis, of funding for the training and education of professional staff through fellowships, grants and scholarships as well as for in-service and other training programmes for support staff (1950–present);

b) the construction and maintenance of specially designed buildings in all parish capitals (13) and the headquarters for the public library service (1950–present);

c) the provision of posts for librarians in Government ministries, departments and agencies;

d) the establishment of libraries in educational institutions at primary, secondary and tertiary levels;

e) the establishment of the regional library school at the University of the West Indies (1971);

f) provision of accommodation for the Secretariat of the Commonwealth Library Association (1973–present);

g) the hosting of national, regional and international conferences, seminars and workshops related to the provision of information.

In 1972 the newly-elected Prime Minister set up an Exploratory Committee to examine the existing situation with regard to Arts and Culture and to make recommendations.

The findings of the Sub-Committee on Libraries highlighted that library and information services had evolved at various times to meet a variety of needs, were at different levels of development and lacked co-ordination resulting in duplication of some services and the absence of others which were vital to the social and economic progress of the country. On the Committee's recommendation therefore, the Prime Minister appointed in 1973 a National Council on Libraries, Archives and Documentation Services (NACOLADS) as an advisory body to Government regarding the development of a co-ordinated national information system to provide more effectively for the information needs of all levels of the society.

The Council's first tasks were to carry out a survey of existing services[9] and to formulate a plan for the development of a national information system[10]. These exercises, undertaken with the full co-operation of the library and information community and persons from related fields, identified the gaps in services and policies as well as the need for a national information policy which should form an integral part of the overall national development plan.

The Plan for a National Documentation, Information and Library System for Jamaica formulated with Unesco's help in 1977, published in 1978 and accepted in principle by Government, recommended that the organizational framework of the national information system should be structured as a series of networks some of which were already functioning and others which were to be established (see Appendix II). The former comprised the Jamaica Library Service, an island-wide network of public and school libraries, the libraries of the University of the West Indies, Mona Campus and the Jamaica Archives, responsible for the acquisition, custody and preservation of the official records of the nation.

Another major recommendation was the establishment of the National Library of Jamaica, (**Institute of Jamaica Act 1978**), which, in addition to its traditional functions, would undertake to assist with the further development of special libraries in the public and private sectors; these special libraries to be grouped in four networks for Scientific and Technical Information (STIN), Socio-economic Information (SECIN), Legal Information (LINET) and College Libraries Information (COLINET) for tertiary educational institutions outside of the University campus.

With the support of the Government and technical assistance particularly from the International Development Research Centre (IDRC) of Ottawa, the Organization of American States (OAS) and Unesco, considerable progress has been made with the development of the National Library, the Socio-economic and the Scientific and Technical Information Networks. Libraries of the University of the West Indies, Mona, have since developed a computerized union list of serials and a union catalogue of monographs while the Jamaica Archives has benefitted from a new **Archives Act 1982** and the establishment of an Intermediate Records Centre.

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Problems identified in the development of STI in Jamaica, which are common to most developing countries, are:

1) the absence of a tradition of science and technology which is particularly serious when the economy is based on agriculture;
2) a lack of emphasis on the teaching of science and related subjects at all levels of the educational system;
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At a one-day seminar, convened in January 1986, to complete the preparation of national policies for science and technology, the recommendations on STI were amended to read:–

"The development of an effective Scientific and Technical Information Network is critical to the development of Science and Technology".

The Policy should therefore:–

1) promote the dissemination of STI to all sectors of the population to ensure that scientific and technological discoveries and developments are brought to the attention of decision-makers and the general public;
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"The CCST is an operational mechanism for co-operation and mutual assistance. . . incorporating features designed to strengthen national capabilities. . . so as to utilize fully Caribbean expertise and to ensure that regional activities accord to the priorities of the participating countries."[11]

CCST's first project was the **Preparation and Exchange of Audio-visual Material for Education in Science and Technology** with the objective of sensitizing students, teachers and the general public as well as creating an awareness of the role of science and technology in the society by making available information in a format that can be understood by all levels of the society.

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1) a directory of case studies demonstrating the current practical applicability of new technologies within the Caribbean context;
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TOWARDS A NATIONAL INFORMATION POLICY FOR JAMAICA

by Sheila Lampart

INTRODUCTION

The Seminar on the Evaluation and Analysis of National Information Policy was convened in Jamaica in June 1985 with assistance from Unesco. The theme of the seminar was "Towards the development of a national information policy".

A Working Document based on Unesco guidelines, and examining existing information policies in Jamaica and the areas which still needed to be addressed, provided the background for participants, presenters and chairmen of Working Sessions. These were drawn from a wide cross-section of persons including policy-makers, administrators, educators, scientists, technocrats, media personnel, information users and information specialists from both the public and private sectors.

The seminar produced "Proposals for formulating a national information policy statement" aimed at harmonizing and enhancing the wide range of existing information policies in Jamaica as well as "Recommendations" for the implementation of such a policy.

BACKGROUND

As a small developing country in the Caribbean (area: 4,411 square miles; population 2½ million) Jamaica's information policies were established, as the need was perceived, in the first instance during the late nineteenth century, as a British dependency (1656–1962) and especially in the period immediately preceding and following its attainment of sovereignty (1962).

These policies were aimed at the collection, preservation and provision of information relevant to particular needs and relating to education, culture and the economy.

They emanated as:

1) legislative enactments providing for the preservation of printed materials[1] and the protection of the creators of artistic works[2], establishment of special institutions[3] having an information component[4] including research institutions[5], libraries[6], archives[7] and special information services[8];

2) activities in support of library and information services such as

a) the provision, on a continuing basis, of funding for the training and education of professional staff through fellowships, grants and scholarships as well as for in-service and other training programmes for support staff (1950–present);

b) the construction and maintenance of specially designed buildings in all parish capitals (13) and the headquarters for the public library service (1950–present);

c) the provision of posts for librarians in Government ministries, departments and agencies;

d) the establishment of libraries in educational institutions at primary, secondary and tertiary levels;

e) the establishment of the regional library school at the University of the West Indies (1971);

f) provision of accommodation for the Secretariat of the Commonwealth Library Association (1973–present);

g) the hosting of national, regional and international conferences, seminars and workshops related to the provision of information.

In 1972 the newly-elected Prime Minister set up an Exploratory Committee to examine the existing situation with regard to Arts and Culture and to make recommendations.

The findings of the Sub-Committee on Libraries highlighted that library and information services had evolved at various times to meet a variety of needs, were at different levels of development and lacked co-ordination resulting in duplication of some services and the absence of others which were vital to the social and economic progress of the country. On the Committee's recommendation therefore, the Prime Minister appointed in 1973 a National Council on Libraries, Archives and Documentation Services (NACOLADS) as an advisory body to Government regarding the development of a co-ordinated national information system to provide more effectively for the information needs of all levels of the society.

The Council's first tasks were to carry out a survey of existing services[9] and to formulate a plan for the development of a national information system[10]. These exercises, undertaken with the full co-operation of the library and information community and persons from related fields, identified the gaps in services and policies as well as the need for a national information policy which should form an integral part of the overall national development plan.

The Plan for a National Documentation, Information and Library System for Jamaica formulated with Unesco's help in 1977, published in 1978 and accepted in principle by Government, recommended that the organizational framework of the national information system should be structured as a series of networks some of which were already functioning and others which were to be established (see Appendix II). The former comprised the Jamaica Library Service, an island-wide network of public and school libraries, the libraries of the University of the West Indies, Mona Campus and the Jamaica Archives, responsible for the acquisition, custody and preservation of the official records of the nation.

Another major recommendation was the establishment of the National Library of Jamaica, (**Institute of Jamaica Act 1978**), which, in addition to its traditional functions, would undertake to assist with the further development of special libraries in the public and private sectors; these special libraries to be grouped in four networks for Scientific and Technical Information (STIN), Socio-economic Information (SECIN), Legal Information (LINET) and College Libraries Information (COLINET) for tertiary educational institutions outside of the University campus.

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science and business community who can purchase them with local currency[12].

CARIBBEAN ENERGY INFORMATION SYSTEM

Jamaica also participates in a regional network for the exchange of energy information. A workshop, organized by the Caribbean Industrial Research Institute (CARIRI) and sponsored by the Caribbean Development Bank (CDB) and the Commonwealth Science Council (CSC), was held in Trinidad in May 1984. Energy scientists and information specialists from 11 Caribbean countries and representatives from regional and international organizations examined the situation regarding existing infrastructure – information resources, facilities, personnel, problems and needs.

Principal recommendations included:–

1) the establishment of the information network based on existing national systems which are to be strengthened and co-ordinated by a regional institution;
2) training of users;
3) collection and documentation of locally-generated information in particular;
4) promotion of services and information products to be developed;
5) establishment of a bibliographic data base of energy information (compatible with other regional information systems) and with specific, in-depth indexing to numerical and other data;
6) production of special directories and bibliographies;
7) provision of a document delivery system;
8) selective dissemination of information (SDI) to a well defined clientele.

The national focal point for energy information which is located in the Ministry of Mining and Energy, has embarked on an intensive development programme with technical assistance from the United States Agency for International Development (USAID).

CARSTIN

Another regional initiative, supported by Unesco and in which Jamaica is a participant, is the Subregional Network for the Exchange of Experience and Knowledge in Science and Technology for Development in the Caribbean (CARSTIN). NACOLADS and the Scientific Research Council have been designated as national co-ordinating centre and national focal point and took part in an initial Workshop and Consultation Meeting in December 1984 on the structure, functions and *modus operandi* of the network. Subsequently, investigations into the use of computer conferencing in the region and the means of obtaining S & T potential (STP) have been carried out and reports and recommendations produced. In January 1986 a Workshop and Consultation Meeting, involving participants from Latin America and the Caribbean, worked on the development of a co-operative scheme for information systems and services on research in progress.

Problems identified in effecting this scheme were:

"The great heterogeneity and multiplicity of questionnaires, formats and procedures for data collection; and the need to strengthen national systems, which were at different levels of development, to enable them progressively to interact within the co-operative framework of a regional network."

Recommendations addressed the need to reach consensus on a nucleus of mandatory data elements, to identify existing areas of specialization in order to fill gaps and avoid duplication, to develop methodologies and instruments necessary for the validation of information, to provide for updating of information, to identify user needs, to develop user education programmes and methodologies for determining indicators for the measurement of use in terms of cost-benefit.

Actions proposed include *inter alia:*

1) the provision of advisory services for the establishment of information systems and services on research in progress to countries in the region which lack such services;
2) the development of a methodological guide aimed at the establishment of national inventories of research and experimental development projects in the region;
3) the use of the MICROISIS software developed by Unesco for processing and recovery of the information;
4) the undertaking of a pilot project on the use of the SPINES Thesaurus of Unesco in national information systems in view of its orientation towards S & T subjects.

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The Agricultural Subsystem of STIN, has participated from 1975 in the International Agricultural Information System (AGRIS) through the national centre, the Ministry of Agriculture (MINAG) Library. Input of locally generated agricultural information in the prescribed format is sent to Rome through the regional system (AGRINTER) based in Costa Rica.

A Subregional system is now being established with the co-ordinating centre at the University of the West Indies Library at St. Augustine, Trinidad, in order to promote more effective documentation and dissemination of agricultural information originating in the English-speaking Caribbean as a priority. **A Workshop on Indexing and Abstracting Techniques** held March 3–15, 1986 in Trinidad prepared participants to pass on the techniques learned thus creating a multiplier effect.

FUTURE DEVELOPMENTS

Proposals for the further development of STIN in the Second Plan address more intensive development of:–

1) the basic infrastructure of the network subsystems for agriculture, energy, health and medicine, physical development, construction and works and related fields;
2) human resources through general and specialized training to operate the information systems;
3) more effective documentation and dissemination of locally generated STI;
4) bibliographic tools – indexes, abstracts, guides – to scientific and technological literature;
5) automated data bases for the effective storage and speedy retrieval of information;
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Recommendations in the **Final Report on the Seminar for the Evaluation and Analysis of National Information Policy** pertaining to scientific and technical information include:–

1) ensuring that the information objectives of any policy for science and technology are included within the framework of the national information policy statement;
2) giving particular attention to the provision of scientific and technical information by:
   a) increasing mechanisms for the repackaging and dissemination of information to the layman and the worker in the field and for the popularization of science and technology;
   b) providing incentives for scientists to publish the results of their research;
   c) facilitating the exchange of information between scientists working in similar fields locally, regionally and internationally.

Many of the Recommendations of the Seminar, although general in nature, were of particular relevance to STI. Those pertaining to the rapidly changing information and communication technologies and the implications for the storage, retrieval and exchange of information were especially significant and stressed, *inter alia,* that:

1) computer literacy as an integral part of the school curriculum be treated as a priority;
2) support be given to the building of data bases and a commitment be made to participation in regional and international networks;
3) steps be taken to facilitate systems interconnections to information at the local, regional and international levels;
4) special telecommunication rates be considered for the exchange and transfer of information by non-profit organizations such as libraries and educational institutions.

CONCLUSION

The Government of Jamaica has demonstrated its recognition of the key role to be played by Science and Technology in its development strategies and that effective Scientific and Technical Information is critical to this development.

The initiatives and efforts alluded to in this paper are only the first steps in a long and costly process. Jamaica is beset by grave economic problems, an inadequate supply of qualified personnel and relatively poor communication facilities. It is therefore crucial that the country establish, maintain and strengthen channels of co-operation at local, regional and international levels, with other developing countries and with the industrialized world.

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APPENDIX I

MEETINGS WHICH HAVE ADDRESSED THE SUBJECT OF NATIONAL INFORMATION POLICY

1. Seminars on the formulation and revision of the *Plan for a National Documentation, Information and Library System for Jamaica* in 1977 and 1983.
2. Seminars on Scientific and Technical Information Policy in 1978 and 1982.
3. The NACOLADS Committee on Legislative Matters with particular reference to legal deposit and copyright.
4. NACOLADS' Working Parties on Automation, Manpower Development and Book Publishing and Production.
5. Seminar on Acquisition Policies and Procedures for Libraries and Information Units in 1982.
6. Seminar on Proposals for the establishment of a College Libraries Information Network (COLINET) as a part of the national information system in 1984.
7. Special meetings organized by the Special Libraries and School Libraries Sections of the Jamaica Library Association.
8. Meetings of the Provisional Book Development Council of the Jamaica Library Board.
9. Regional meetings on:-
   a) National Information Systems in 1975 and 1980.
   b) Library and Archive Manpower Development, 1978.
   c) Copyright in 1981.

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APPENDIX I

MEETINGS WHICH HAVE ADDRESSED THE SUBJECT OF NATIONAL INFORMATION POLICY

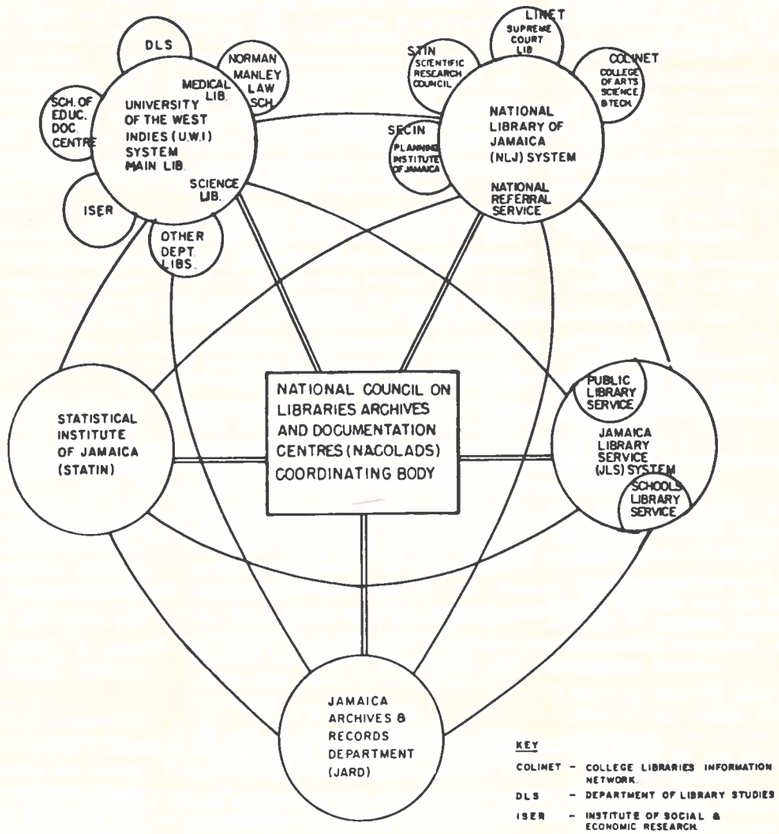
1. Seminars on the formulation and revision of the *Plan for a National Documentation, Information and Library System for Jamaica* in 1977 and 1983.
2. Seminars on Scientific and Technical Information Policy in 1978 and 1982.
3. The NACOLADS Committee on Legislative Matters with particular reference to legal deposit and copyright.
4. NACOLADS' Working Parties on Automation, Manpower Development and Book Publishing and Production.
5. Seminar on Acquisition Policies and Procedures for Libraries and Information Units in 1982.
6. Seminar on Proposals for the establishment of a College Libraries Information Network (COLINET) as a part of the national information system in 1984.
7. Special meetings organized by the Special Libraries and School Libraries Sections of the Jamaica Library Association.
8. Meetings of the Provisional Book Development Council of the Jamaica Library Board.
9. Regional meetings on:-
   a) National Information Systems in 1975 and 1980.
   b) Library and Archive Manpower Development, 1978.
   c) Copyright in 1981.

APPENDIX II

THE JAMAICA NATIONAL INFORMATION SYSTEM

(JAMINET)

CHART ILLUSTRATING THE COORDINATING ROLE OF NACOLADS AND THE NATIONAL NETWORK



KEY

COLINET – COLLEGE LIBRARIES INFORMATION NETWORK.
DLS – DEPARTMENT OF LIBRARY STUDIES
ISER – INSTITUTE OF SOCIAL & ECONOMIC RESEARCH.
LINET – LEGAL INFORMATION NETWORK.
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— : NETWORKING LINKS

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THE ECONOMIC CRISIS AND ITS EFFECTS ON PUBLIC LIBRARIES — With particular reference to the Jamaica Library Service

by Marcia E. McKenzie

INTRODUCTION

As non-profit service oriented organizations, public libraries are totally dependent upon governmental sources of funding. Consequently, whenever economic considerations lead to reductions in government expenditure, public libraries are among the first organizations to be affected. This emphasizes the sensitive position of the public library in relation to funding.

With this in mind, it was decided to examine the economic crisis and its effects on public libraries in general and on the Jamaica Library Service in particular. This is in an effort to understand how the Service is attempting to cope.

The DAF Bookmobile, attached to the St. James Parish Library, serves 37 rural communities in the parish. It is one of the fleet of bookmobiles serving some of the island's rural communities through the parish libraries.

PUBLIC LIBRARIES AND THE ECONOMIC CRISIS: AN OVERVIEW

Research has revealed that in both the United States and the United Kingdom, from as early as January 1974, public libraries had begun to face financial difficulties due to reduced budgets, particularly those for materials and staffing. In the United States, the primary source of funding for public libraries derives from real estate taxes. In the mid-1970s a Bill known as "Proposition 13" rolled back property taxes to 1% of the assessed value, and held annual increases to 2%. Coupled with this Bill, the recession of 1975 led to massive reductions in Federal grants and as a consequence libraries in all parts of the country suffered severe budgetary cuts.

In the United Kingdom, the 1970s also witnessed a gradual decline in public library expenditure at a time when public consciousness and public use of libraries were increasing. Public libraries were among the first local government agencies requested to reduce expenditure. Additionally, the British government proposed the removal of statutory responsibility for public libraries and museums and the introduction of charges for public library services.[1] These proposals went against the basic principle on which public libraries had been founded – that of making information freely available to all.

To add to these problems, the average cost of all categories of books increased by 80% from £6.01 in April 1980[2] to £10.80 in December 1984.[3] Periodical subscriptions increased even more dramatically. In Great Britain, average periodical prices increased by 93.4% from £38.56 in 1980[4] to £74.59 in 1985.[5] In the United States and Canada, the increase was as high as 175%; from an average price of £46.11 in 1980[6] to £126.80 in 1985.[7]

The widespread economic measures instituted in both countries were to reduce staff and services. In some instances some full time branches were closed, in others opening hours were curtailed. Some libraries dispensed with phonograph records, video and cassette services; some purchased fewer books or turned to paperbacks and low-priced "easy readers". In many instances, building projects were either cancelled or suspended and many librarians were forced to accept demotions and reduced salaries or lose their jobs. In both Britain and the United States charging users for special services was seen as a means of supplementing funding.

Some drastic changes were not implemented without protest from the library profession generally and from the public at large. Many libraries introduced advertising and fund-raising campaigns, as well as other activities ranging from the selling of souvenirs and lotteries to reading marathons. In those instances where services were restored, they were as a result of consistent lobbying by concerned citizens.

These economic pressures were not

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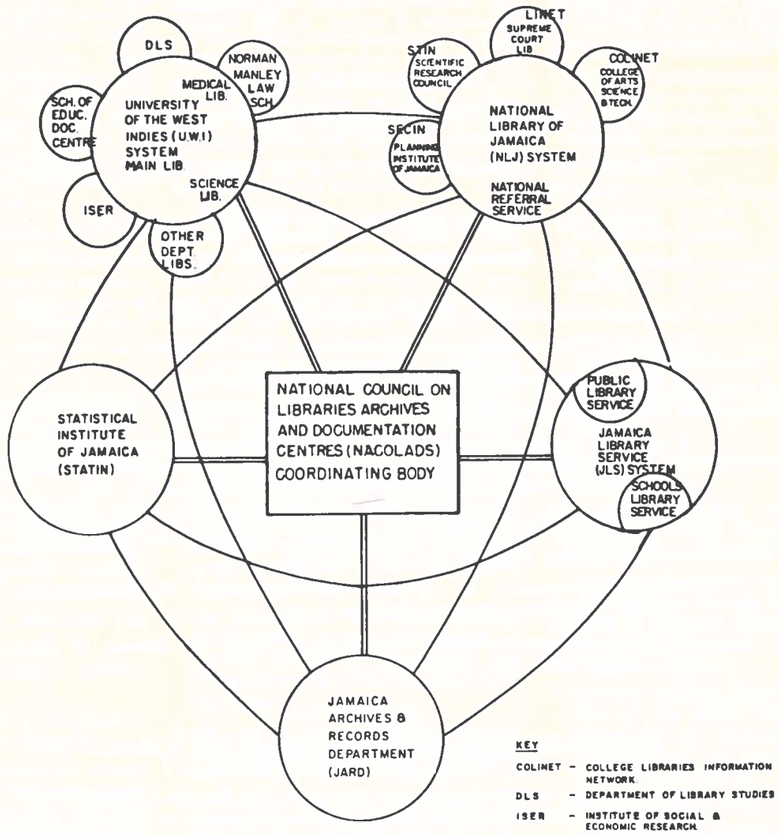

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THE JAMAICAN SITUATION

The Jamaica Library Service (JLS) is totally dependent on central and local government for funding. Consequently, any problems in the Jamaican economy seriously affect the flow of funds to the JLS. Since the JLS is financed by both central and local government, there is some amount of complexity in its financial structure. Draft estimates can be cut at several places – at the Ministries of Education, Public Service, Local Government, Finance, and even at the Parish Council level. Also, it is often difficult to ascertain the budgets which have been finally approved for the parish libraries for any given financial year. Even when estimates are approved, the JLS is still faced with a cash flow problem. Coupled with this, is the fact that the total budgetary allocation has never at any time fully met the needs of the JLS.

The following figures give some idea of how the Jamaica Library Service is financed.

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1981/82	1,558,928	4,153,653	5,712,581
1982/83	1,700,000	5,664,423	7,364,423
1983/84	1,859,300	6,636,402.12	8,495,702.10
1984/85	2,600,000	7,389,328	9,989,328

SOURCE: JAMAICA LIBRARY SERVICE: RECURRENT ESTIMATES, 1980-85

From the above figures, it can be seen that the approved estimates for the JLS increased by approximately 76% between April 1980 and March 1985. However, this increase could not cushion the effects of devaluation and consequently the reduced purchasing power of the Jamaican dollar. Therefore, even though the JLS budget showed an increase over the period 1980 and 1985, within roughly the same period, the Jamaican dollar depreciated in value from J$1.78 to as low as J$6.40 to the United States dollar, a decrease of over 300%.

The economic crisis has affected the JLS in several areas, but particularly in collection development, in the attraction and retention of personnel, and in maintenance and expansion of existing services.

THE COLLECTION

At the end of March 1984, the Jamaica Library Service collection amounted to 1,266,423 books and over 600 pamphlets, filmstrips, slides and phonograph records.[8] However, this collection is inadequate to meet the needs of the over 600,000 users, and results in a high turnover rate which only accelerates the depreciation process. Also, pilferage, unreturned books, destruction and mutilation by users place further strain on the resources.

The book budget for the period April 1980 to March 1985 reveals an increase of 185%. However, the purchasing power has been affected not only by devaluation but by high freight and handling charges brought about in part by the dual exchange rate which was in force between 1982 and 1984. Between April 1980 and March 1985, handling and freight charges amounted to J$528,117 – approximately 17% of the book budget for the same period. The book budget of the 1983/84 financial year, was dealt a further blow, when in June 1983 the JLS was removed from the list of organizations benefitting from the official rate of exchange and was placed on the floating rate retroactive to January 1983. Books ordered at the official rate of exchange before June 1983 therefore, had to be paid for at the higher "parallel" rate and cost the JLS an additional J$160,000. The following table listing the number of titles purchased by category between 1980 and 1985 demonstrates dramatically the decrease in the purchasing power of the Jamaican dollar:

TABLE II

TITLES PURCHASED BY CATEGORY

Year	Book Vote J$	Books (Titles) Purchased N/F	F	R	J	Total No. of Titles	No. of Copies
1980/81	370,836	515	186	205	404	1,310	31,118
1981/82	515,420	340	584	374	680	1,978	43,730
1982/83	514,890	237	342	1,079	461	2,119	40,779
1983/84	614,856	172	339	301	553	1,365	24,871
1984/85	1,058,000	320	433	357	721	1,831	33,456
Total	3,074,002	1,584	1,884	2,316	2,819	8,603	173,954

SOURCE: JAMAICA LIBRARY SERVICE HEADQUARTERS ACCESSIONS DEPARTMENT. 1985

The acquisition of periodicals has also been affected by the economic crisis. Although periodicals subscriptions are usually paid in advance, on arrival, bills often show an increase in cost. Thus, from one issue to another, costs could vary widely. An additional cost of roughly 20% is usually included in the estimates but this often proves inadequate. Acquisition of periodicals has not only been affected by inflation but also by a shortage of foreign exchange which means that local purchasing agents have to compete with other companies for scarce foreign exchange to service the JLS orders. This often results in late or non-arrival of items.

PERSONNEL

The Jamaica Library Service has also been experiencing difficulty in attracting and retaining staff. The major reasons for this are low salaries, heavy workloads and lack of a pension scheme. The JLS salary gradings are among the lowest in the library profession in Jamaica. Salaries are therefore uncompetitive especially in relation to those paid by other statutory bodies and the private sector, resulting in high staff turnover.

SERVICES

The Jamaica Library Service provides a free island-wide service through a network of 698 service points, including 13 parish libraries, 160 branch libraries, bookmobile stops, book centres and special service points.[9]

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Another area in which the JLS has been seriously affected is that of accommodation. Even though all 13 Parish Libraries are housed in buildings designed especially for the purpose, most branch libraries and book centres are located in rented premises. Rental charges have also increased considerably and on occasion the JLS has had to vacate premises because of an inability to pay the higher charges. With the erection and extension of library buildings at a critical standstill through lack of funds, there is no short-term solution to the problems of accommodation.

COPING WITH ADVERSITY

The present economic crisis has forced the JLS to adopt new and alternative ways of coping with the situation. It has sought and received the assistance of private individuals, interested groups such as service clubs, professional associations and international organizations such as the United Nations Educational, Scientific and Cultural Organization (Unesco), and the International Development Research Centre (IDRC). These clubs and organizations have assisted in providing books, vehicles, accommodation and other forms of aid to the JLS.

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ed funds for two projects which are almost at the implementation stage. These projects, funded by Unesco, are a pilot Community Information Service and research on the reading habits of Jamaicans. In order to improve the efficiency of its operations, the JLS is planning to automate its acquisitions and circulations systems. Funds are currently being sought for the development of a data base at Headquarters, and an automated circulations system at the Kingston and St. Andrew Parish Library. Additionally, the JLS is aiming to launch a Jamaica Library Service Foundation that will attract funds for necessary improvements to the Service.

In the meantime, the JLS continues to lobby for increased funding from governmental sources in an effort to maintain the quality of its service. In its efforts to provide suitable accommodation for service points, it not only encourages but has also received donations of both land and buildings from public-spirited citizens.

IMPLICATIONS OF THE ECONOMIC CRISIS

The spiralling cost of books is making it increasingly difficult for the JLS to provide a balanced and comprehensive bookstock. This affects the services to the public and the number of satisfied requests for current information. Faced with the present difficulties in obtaining funds for basic services, it is becoming even more difficult for public libraries to maintain their traditional role as cultural centres. Shortage of funds for capital expenses also places the bookmobile service in a very vulnerable position. Should any of the existing fleet of bookmobiles become inoperative, the Jamaica Library Service would be severely stretched to finance its replacement. Even if JLS funds are increased significantly, this would have to be proportionate to the decreased value of the Jamaican dollar, the rate of inflation and the purchasing power of the dollar against hard currencies. Only then could there be marked improvement in the quality of service.

In order to maintain a high level of service to users, greater emphasis will need to be placed on inter- and intra-library co-operation and resource sharing. The project to automate the Kingston and St. Andrew Parish Library and the JLS Headquarters will greatly improve service. The existing information resources of the Jamaica Library Service could be supplemented by using the referral service provided by the National Library of Jamaica and other available information sources.

CONCLUSION

There are no easy short-term solutions to the economic problems being experienced by the Jamaica Library Service. Any improvements in the financial situation are primarily dependent on improvements in the Jamaican economy. Despite the overwhelming odds, the Jamaica Library Service continues its admirable service to the country. ◉

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WITH THE COMPLIMENTS

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PERFORMANCE EVALUATION — ITS INTRODUCTION AND OPERATION AT THE NATIONAL LIBRARY OF JAMAICA.

by Stephney Ferguson

INTRODUCTION

Prior to the mid 1970s, the Annual Confidential Report was used to record comments on employees' performance in the Jamaican Civil Service and other public sector organizations. The employee rarely saw this report since the system required that only unfavourable comments were to be brought to his attention. It was therefore possible for personnel to be placed at a disadvantage since the report could be written in such a way that though not favourable, it could not be described as unfavourable. Feedback to staff and other essential measures which could lead to improved performance were therefore lacking.

Under the direction of Consultant and Permanent Secretary in the Ministry of the Public Service (1975–1978), Dr. George Eaton, a system of performance evaluation was introduced within the Civil Service in 1975 and was subsequently adopted, sometimes with modifications, by other public sector organizations. The system established the process of reviewing an employee's progress in a systematic manner by obtaining, analysing, and recording information about his job performance. In this way the manager could help the employee to improve his performance and possibly develop his career in the Civil Service. On the other hand, the employee could evaluate his own performance in the light of the objectives of the organization.

Although Performance Evaluation or Appraisal as it is sometimes called, is dealt with extensively in the literature of management theory and practice, it is difficult to identify any published information on the operation or evaluation of the system in local public, or private sector organizations. It was therefore felt that a record of the National Library of Jamaica's experience in operating the system may be of interest to others. The following describes and attempts a brief assessment of the performance evaluation system practised at the National Library. This paper is by no means scientific, it is rather a subjective one based on a cursory examination of staff's comments on evaluations done and impressions gained during the period since its introduction.

BACKGROUND

When the decision was taken to introduce a performance evaluation system, the National Library was still a fledgeling organization. Established in April 1979, it was not until September 1980 that its Chief Executive was appointed, although significant recruitment of new staff had already taken place at all levels.

Of the staff complement of 57, 45 were clerical and non-professional, most of whom had been transferred from the West India Reference Library to form the nucleus of the newly established institution. The neglect of the West India Reference Library had resulted in an exodus of experienced librarians, low morale amongst the non-professional and clerical staff, and a general distrust on the part of the latter for supervisory staff. Although noteworthy improvements had taken place in staff relationships by 1981, there seemed to remain below the surface an instinctive distrust of management. It was against this background that the decision was taken in November 1981, to introduce a performance evaluation scheme, which would provide a two-way feedback between staff members and supervisors, leading to improved individual performance and efficiency in the organization as a whole.

THE INTRODUCTION OF THE SCHEME

Preparation for the introduction of the scheme took two years. First, staff had to be "sold" the idea that performance appraisal would be to their benefit. This was done at two levels: through the general staff meeting, where the purpose of performance appraisal schemes was explained and staff given an opportunity to ask questions and express their fears; and at the departmental level in the smaller group meetings, where it was felt that people who would be reticent in the larger group would "feel free" to ask questions and clarify issues.

Major concerns expressed were:

a) the potential for victimization by the supervisor should appeals be made about evaluations;

b) the effect which a record of poor evaluation would have on the future of the staff member;

c) the usefulness of performance evaluation if it did not result in additional remuneration in recognition of outstanding performance.

During this educational period, a variety of schemes in use within public and private sector organizations was examined. These for the most part consisted of sample forms and provided very little information on the rationale, aims, objectives and implementation procedure. The task of designing the scheme was therefore undertaken from scratch by a small committee of management staff who studied sample forms and three papers which had been prepared internally for discussion.

The first paper **"Employee Appraisal-Aims and Objectives"** which dealt with the motivational needs of employees and the responsibility of managers. It pointed out that "a correctly administered appraisal scheme can satisfy motivational needs by providing opportunities for performance to be recognized and rewarded, and by ensuring that the appropriate action is taken to assist the individual to improve his present abilities and skills and develop new ones". It emphasized that "the appraisal process is as much a reflection of the manager making the appraisal as the person appraised". From this, supervisors recognized their responsibility for communicating management's expectations to junior staff in terms of what constitutes good performance, unsatisfactory performance and the need to establish standards by which performance would be evaluated on a continuing basis. Information was provided on three aspects of an appraisal system:–

a) appraisal of the current level of performance, b) identification of potential

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ed funds for two projects which are almost at the implementation stage. These projects, funded by Unesco, are a pilot Community Information Service and research on the reading habits of Jamaicans. In order to improve the efficiency of its operations, the JLS is planning to automate its acquisitions and circulations systems. Funds are currently being sought for the development of a data base at Headquarters, and an automated circulations system at the Kingston and St. Andrew Parish Library. Additionally, the JLS is aiming to launch a Jamaica Library Service Foundation that will attract funds for necessary improvements to the Service.

In the meantime, the JLS continues to lobby for increased funding from governmental sources in an effort to maintain the quality of its service. In its efforts to provide suitable accommodation for service points, it not only encourages but has also received donations of both land and buildings from public-spirited citizens.

IMPLICATIONS OF THE ECONOMIC CRISIS

The spiralling cost of books is making it increasingly difficult for the JLS to provide a balanced and comprehensive bookstock. This affects the services to the public and the number of satisfied requests for current information. Faced with the present difficulties in obtaining funds for basic services, it is becoming even more difficult for public libraries to maintain their traditional role as cultural centres. Shortage of funds for capital expenses also places the bookmobile service in a very vulnerable position. Should any of the existing fleet of bookmobiles become inoperative, the Jamaica Library Service would be severely stretched to finance its replacement. Even if JLS funds are increased significantly, this would have to be proportionate to the decreased value of the Jamaican dollar, the rate of inflation and the purchasing power of the dollar against hard currencies. Only then could there be marked improvement in the quality of service.

In order to maintain a high level of service to users, greater emphasis will need to be placed on inter- and intra-library co-operation and resource sharing. The project to automate the Kingston and St. Andrew Parish Library and the JLS Headquarters will greatly improve service. The existing information resources of the Jamaica Library Service could be supplemented by using the referral service provided by the National Library of Jamaica and other available information sources.

CONCLUSION

There are no easy short-term solutions to the economic problems being experienced by the Jamaica Library Service. Any improvements in the financial situation are primarily dependent on improvements in the Jamaican economy. Despite the overwhelming odds, the Jamaica Library Service continues its admirable service to the country. ◉

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PERFORMANCE EVALUATION — ITS INTRODUCTION AND OPERATION AT THE NATIONAL LIBRARY OF JAMAICA.

by Stephney Ferguson

INTRODUCTION

Prior to the mid 1970s, the Annual Confidential Report was used to record comments on employees' performance in the Jamaican Civil Service and other public sector organizations. The employee rarely saw this report since the system required that only unfavourable comments were to be brought to his attention. It was therefore possible for personnel to be placed at a disadvantage since the report could be written in such a way that though not favourable, it could not be described as unfavourable. Feedback to staff and other essential measures which could lead to improved performance were therefore lacking.

Under the direction of Consultant and Permanent Secretary in the Ministry of the Public Service (1975–1978), Dr. George Eaton, a system of performance evaluation was introduced within the Civil Service in 1975 and was subsequently adopted, sometimes with modifications, by other public sector organizations. The system established the process of reviewing an employee's progress in a systematic manner by obtaining, analysing, and recording information about his job performance. In this way the manager could help the employee to improve his performance and possibly develop his career in the Civil Service. On the other hand, the employee could evaluate his own performance in the light of the objectives of the organization.

Although Performance Evaluation or Appraisal as it is sometimes called, is dealt with extensively in the literature of management theory and practice, it is difficult to identify any published information on the operation or evaluation of the system in local public, or private sector organizations. It was therefore felt that a record of the National Library of Jamaica's experience in operating the system may be of interest to others. The following describes and attempts a brief assessment of the performance evaluation system practised at the National Library. This paper is by no means scientific, it is rather a subjective one based on a cursory examination of staff's comments on evaluations done and impressions gained during the period since its introduction.

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Major concerns expressed were:

a) the potential for victimization by the supervisor should appeals be made about evaluations;

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c) the usefulness of performance evaluation if it did not result in additional remuneration in recognition of outstanding performance.

During this educational period, a variety of schemes in use within public and private sector organizations was examined. These for the most part consisted of sample forms and provided very little information on the rationale, aims, objectives and implementation procedure. The task of designing the scheme was therefore undertaken from scratch by a small committee of management staff who studied sample forms and three papers which had been prepared internally for discussion.

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a) appraisal of the current level of performance, b) identification of potential

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and c) appraisal for increased remuneration.

From this paper, it was agreed that the objectives of the scheme to be introduced would be:

a) to establish current levels of performance in the job and seek ways of improving them by:–

- assessing how well an employee has performed;
- informing the employee how he/she is doing;
- encouraging clear thinking about performance and prospects;
- helping the individual to achieve better performance in his present position;
- identifying problem areas and determining appropriate action;
- determining individual and/or group training, and development needs;
- agreeing on future performance standards.

b) identification of potential, to enable the organization to place the right person in the right job at the right time, by:–

- identifying the worth and capacity of the employee;
- relating the employee's abilities to future organizational needs;
- developing correct assessment methods for promotion;
- assisting with planning for upward movement;
- facilitating management succession planning.

It was agreed that linking of remuneration to performance evaluation would not be an objective, but would be considered in the overall process.

The second paper, **The Appraisal Interview**, provided guidelines on preparing, conducting and interviewing methods.

The third paper, **Guide to Performance Appraisal**, elaborated on the areas of assessment on the evaluation form, indicating rating criteria for the areas to be assessed.

These papers achieved two objectives – they clarified and obtained consensus on the objectives of Library, and educated supervisors on how the scheme should be implemented.

THE UNION'S RESPONSE

By the end of 1982, it was felt that the matter had been thoroughly discussed and there was general acceptance of its introduction, as indicated by majority vote at a general staff meeting. The evaluation form was finalized and it was decided to test it during the six-month period January–June 1983 to further obtain staff reaction and identify any potential problems. At this stage Jamaica Association of Local Government Officers (JALGO), the union which represents some of the clerical, technical and support staff, expressed its concern at the introduction of the scheme indicating that staff members were apprehensive. The following extract, taken from the library's letter (S1/G, Jan. 25, 1983) to the union seemed to have allayed fears, as, to date, there have been no further queries.

"The purpose of the evaluation is to provide a formal means of:–

a) conveying to staff information on the standard of work expected;

b) giving feedback from the supervisor on his opinion of the individual's performance;

c) identifying training needs so that a staff development programme offering further training opportunities can be introduced on a systematic basis;

d) providing a systematic basis for determining promotions and appointments;

e) facilitating better communication between staff and supervisor through mutual agreement on the standard of work expected;

f) the scheme will be applicable to all members of staff in the employment of the National Library;

g) there is provision for appeal by staff".

The reply also indicated that the scheme was still at the stage where it was being tested and that suggestions for improvements were welcome.

This hurdle cleared, the testing stage was begun, and a brochure describing the scheme and its operation was circulated to all staff members (see Appendix I).

THE TESTING STAGE

By the end of June 1983, nearly 80% of the staff had been evaluated. This testing stage revealed that there was still some hostility to the scheme, particularly on the part of those workers who were known to be non-performers. Sometimes there was wide divergence between the supervisor's view of what was acceptable performance and that of the employee. This was in most instances resolved in discussions between the supervisor and the staff member. Only rarely was the Director called on to resolve differences. This period also succeeded in removing the hostility to the scheme, as staff began to realize that rather than being a threat to job security, it helped create better understanding between worker and supervisor within the work environment.

THE SCHEME–ITS IMPLEMENTATION

The experience gained at the testing stage pointed to the permanent introduction of a performance evaluation scheme at the National Library. There are now two types of evaluation: (a) for appointment (b) annual evaluation.

Evaluation for Appointment

This is done for new staff at the end of the six-month probationary period. It indicates whether the employee's performance is satisfactory enough to merit permanent appointment. The period of six months is not always rigidly observed, as in cases where it becomes evident that the employee is falling below required performance standards, a three-month evaluation may be done to indicate areas requiring improvement before the six-month evaluation.

The six-month evaluation for appointment may result in a recommendation for appointment, an extension of the probationary period or termination of service.

Annual Evaluation

All staff members are evaluated annually, to coincide with the anniversary of their initial appointment to the organization. This scheduling has effectively spread the evaluations throughout the year, instead of concentrating them all together. At the interview, emphasis is placed on identifying training needs, establishing acceptable standards, identifying weaknesses and proposals for overcoming them. Self and supervisor evaluations are compared, and counselling where necessary, is given. This exercise takes place in an atmosphere which encourages free and frank expression of opinion by both parties in an effort to achieve a fair evaluation. In the majority of cases, agreement is reached on an acceptable evaluation. The next step in the process is an interview with the Director, who highlights strong points and areas where further action is required, either on the part of the staff member or the organization. This may be the identification of appropriate training courses or any other action which will help to realize potentials identified.

If agreement between supervisor and staff member is impossible, a post-evaluation interview is conducted by the Director, with both parties, in an effort to resolve differences.

In every case the evaluee must sign the form to indicate seeing but not necessarily agreeing with the evaluation. Staff members also comment on the evaluation exercise on the evaluation form.

ASSESSMENT

All members of staff have agreed that the exercise is a valuable one which should be retained. The most frequent criticism of the exercise is the delay which often occurs in conducting the post-evaluation interview. In theory, this should be done within two to three weeks after the evaluation, but in practice, it is only done promptly where disagreement surfaces. This criticism indicates that it is important to formally recognize good performance as this strengthens self-esteem, a significant motivating factor.

Improved Communication Channels

The exercise has led to improved communication between supervisors and staff. Since the evaluation is not tied to increased remuneration or to immediate promotion it takes place in a non-threatening atmosphere which encourages more open communication.

Improved Supervisory Skills

Because the supervisor must justify his appraisal of the evaluee, supervisory skills have improved. A conscious effort is now made to establish and communicate standards and monitor performance on an on-going basis.

Motivation

On the whole, the exercise has led to efforts to improve performance. In some instances, members of staff have identified and sponsored themselves for the training courses which would help to improve their skills. In others, efforts made to improve skills or change attitudes are clearly noticeable and have led to increased productivity within the organization.

Harmonious Working Environment

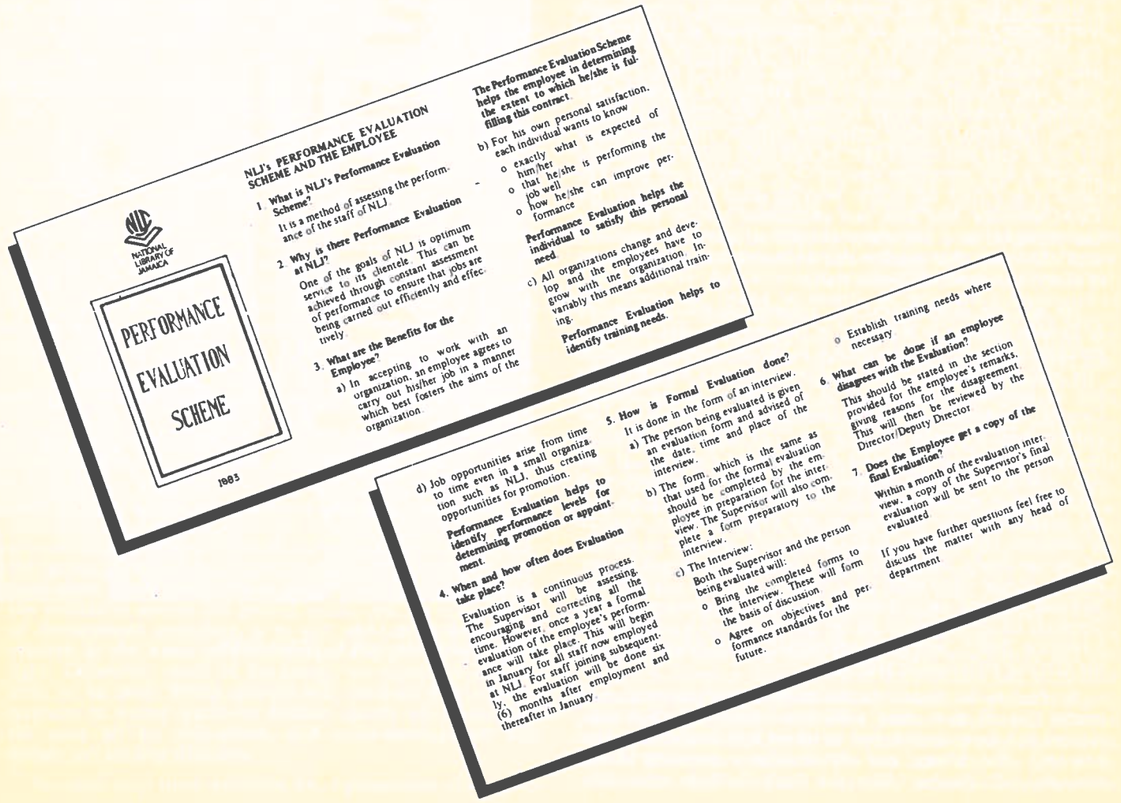
The occurence of grievance and disciplinary action within the organization is very low. Of a staff complement of 79 there have been only two reports of grievance and two where disciplinary action was needed in the three-year period since the scheme was introduced.

In spite of these benefits, however, there are problem areas which relate to the paperwork involved, and the fact that a conscious effort must be made to schedule and conduct the interview and effect the necessary follow-up action.

This can be burdensome when there is always a pressing work schedule. It is sometimes difficult, however, to determine whether delays in conducting the evaluation are due to pressure of work or reluctance on the part of supervisors to participate in an exercise which is as much an evaluation of their supervisory skills as that of the workers' performance. So far the schedule of evaluations for staff in the lower and middle levels of the organization have been maintained. However, for upper level staff the position is quite different and efforts will have to be made to establish and maintain the schedule.

The lesson which has emerged is that performance evaluation can be a strong motivational tool when properly introduced and operated, but it needs a commitment to its objectives on the part of all members of staff.

APPENDIX I
Performance Evaluation Scheme brochure, NLJ



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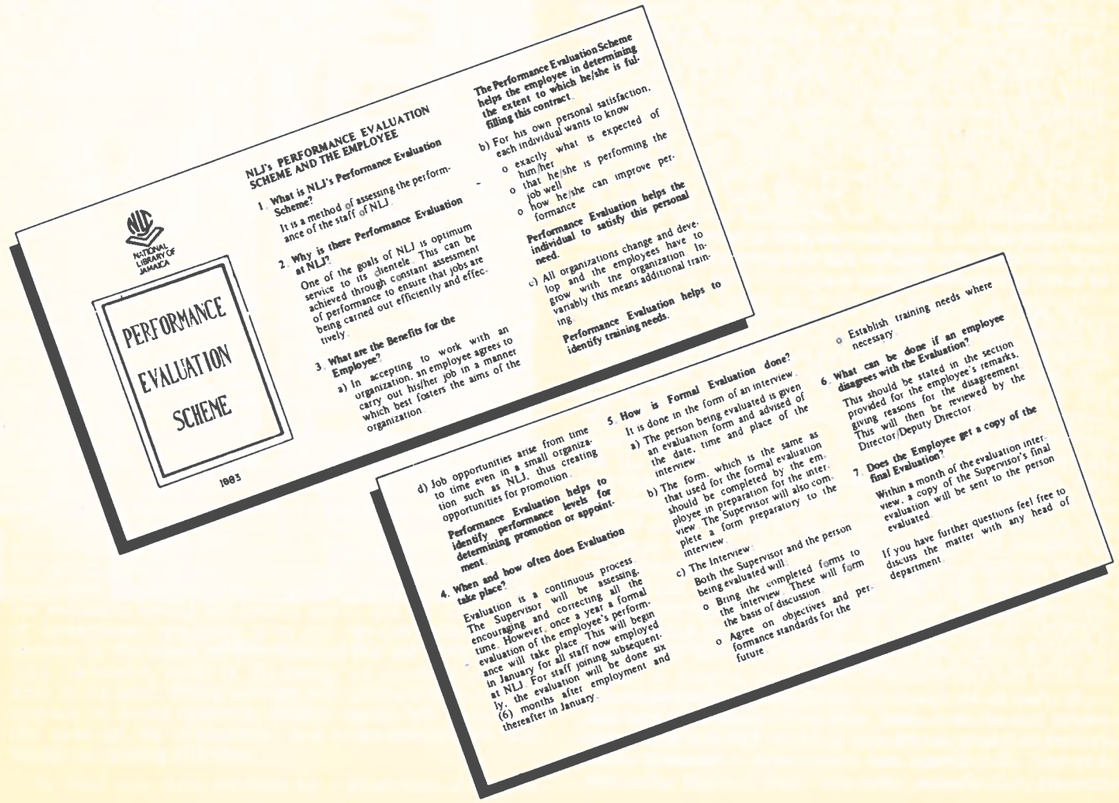

Dr. A. Z. Preston

— A tribute by Albertina Jefferson

THE library community in Jamaica together with the rest of the world mourns the passing of The Hon. Aston Zachariah Preston, O.J. late Vice-Chancellor of the University of the West Indies, who served in that capacity from 1974 until his most untimely death on June 24, 1986 at the Beth Israel Memorial Centre in Newark, New Jersey, U.S.A. where he had suffered post-operative complications after heart by-pass surgery.

Much has been said and written about the stature, the impressive career, the vision, the strength of character, the dedicated service, the financial management skills, the bigness of heart, the magnanimity of spirit of the late Vice-Chancellor. But what did he mean to the library community? How did he touch our spirit? As far as the University Library was concerned Dr. Preston was ever mindful and supportive of its role in the general scheme of things. He was the first to admit that the great traditions of scholarship, research and community service are the hallmarks of university work and achievement anywhere, and that access to the fruits of such research provide the potential for human growth and for command over one's own destiny. Thus he recognized the proper, appropriate and adequate supply of the tools that will facilitate teaching and research, the real business of any university, as a sine qua non. I well remember the evening, some couple weeks after I had taken up my appointment as Librarian of the Mona Campus, when I answered the telephone, in a somewhat cavalier fashion, and recognised the VC's voice at the other end. Totally disconcerted, I attempted to change my greeting to something more befitting to the status and stature of the University's chief executive officer. He immediately set me at ease and stated that he had only called to offer the Library a new microfilm camera – a "honeymoon gift", he called it as I took up office. With his usual perspicacity, the Vice-Chancellor had seen our antiquated camera which we had displayed in a University exhibition, and had combined with this trait, that quality that endeared him to the hearts of many, the common human touch.

He saw the development of Library Studies, modernised to include training in information systems networks, as an imperative of university participation in the development process. "He who has access to information, may very well hold the key to survival" he had said in an address to the Seventh General Conference of the International Association of Universities held in Manila in 1980, on "The Role of Universities in Shaping and Carrying Out Development Policies". It was easy therefore for him to address the library community on "Information requirements in relation to national goals" on the occasion of the Seminar on the Evaluation and Analysis of National Information Policy, uncannily one year to the day of his untimely death, to make specific recommendations, and to pledge the University's support for the work of the National Council on Libraries, Archives and Documentation Services, its co-operation in the formation of a national information policy, and its participation as an integral part of the national information system.

St. Paul in his Epistle to the Romans has enjoined us to render "to all their dues; tribute to whom tribute is due; custom to whom custom; fear to whom fear; honour to whom honour". The library and information community today honours A.Z. Preston. May the earth lie light upon him.

Dr. A.Z. Preston, O.J.
Vice-Chancellor, U.W.I., 1974–1986

INFORMATION REQUIREMENTS IN RELATION TO NATIONAL DEVELOPMENT GOALS

Key note Address **by the late Vice-Chancellor Preston** presented at the Seminar on the Evaluation and Analysis of National Information, Kingston, June 24–28, 1985.

THE THEME of this seminar by NACOLADS – **"Towards the development of a national information policy"** – clearly indicates that somebody or some group of persons in this society are getting their priorities right. This is particularly heartening against the background of our present problems which are none too few and which will demand of us all real ingenuity and deep understanding of public issues, if we are to find the solutions. One of the solutions, undoubtedly, is a clear-cut, articulated national information policy that will in turn provide the country with the mechanisms of collection, storage, analysis, evaluation and retrieval of data relevant to the taking of decisions not only in the devising of development strategies but also in the implementation of public policies that address social development and economic growth.

I am aware of the tremendous resources that have been invested by Jamaica in its information system, which is still developing. This I know has been the result of work by NACOLADS which is manned, I am further aware, by an energetic and no-nonsense army of women who have been working for the Jamaican development process and getting national recognition in this country, long before the United Nations concocted the Decade for Women.

I regard our own network of information resources on the Mona Campus – from the Library itself through the School of Library Studies and the Documentation Centre of the Institute of Social and Economic Research to the Computer Centre and UWIDITE, the instrument of transmission of knowledge to fight the tyranny of distance – as integral parts of the NACOLADS' initiative in building a national information system for Jamaica. I am particularly happy, therefore, to have been invited to participate with you in this seminar, focusing on requirements in relation to national development goals.

We should first ask ourselves the question, what are these national development goals? Are they simply the ones that have been set by a particular government in power? Or are they priorities that come out of the objective factors imposed upon us by history – ancient and modern – as well as out of the harsh realities of contemporary life? Clearly, it is a combination of all these things; and one of the first requirements for this seminar, as indeed it must be, for the policy advisers in NACOLADS, the decision-takers in the Cabinet, the policy-planners in the National Planning Institute, the researchers in the University of the West Indies and elsewhere, the evaluators among the general public and the community of development specialists, is to sort out our parameters of concern in the name of development and get our priorities right. Otherwise, much of the energy we expend will be to little or no avail. Wrong answers will produce themselves in response to wrong questions. Hidden agenda will immobilise the ones set by officialdom, and under-development will remain our abiding affliction.

So what may these priorities be as parameters of concern in devising our national development strategies? First of all, a people must be able to feed themselves and feed themselves **well** using one of the most valuable, indestructible and certainly renewable resources available to man – the land. It is to the lasting credit of man that he is forced to apply his ingenuity when pressed by this necessity to feed himself. So while some have made the desert bloom, others must make the hillside flower. And we in mountainous Jamaica have a great deal yet to do in order to make the latter happen. If we apply ourselves well and long enough, we will discover that the surplus from our produce can be shared with others at a price, bringing us valuable currency that can be used to purchase things we cannot produce ourselves – whether they be important commodities like fertilisers that can enrich the soil or machinery that can work the land for greater productivity. The priority of agriculture, food and nutrition, linked together, is a development imperative which challenges all the actors in the information system, (whether they be researchers, planners, documentalists or librarians) to serious and interlocking work in the interest of national development. The extent to which this is understood and deeply appreciated is the extent to which the national information policy can itself be established. **Agro 21**, the initiative of the present Administration in Jamaica, will succeed, then, only if all the different operatives in an integrated information system which intend to inform agricultural policy, are able to work together. I will come back to this. For the need applies to all other priority areas in framing a national development policy.

Another priority that demands the focus of information specialists is the area of Health and, associated with it, Population Studies. Agriculture, in terms of the food we grow to eat, is organically linked to health. In any case a malnourished nation will never be able to produce adequately for export or for itself. A diseased and physically weak labour force will indeed find reasons for late-coming, absenteeism, short concentration span on the job, and general disagreeableness at the work place. Information on health care delivery (both self-delivery and delivery through the corporate prevention and cure of communicable diseases) must have a major place in the mechanisms devised for storage, analysis and retrieval of valuable information for public policy. The generation, continuing upgrading and broad-based dissemination of knowledge about health is also part of a nation's development strategy. Indeed, a recent initiative at the University of the West Indies to devise programmes both on and off campus in the area of health management was itself a recognition of the critical role of this imperative in the formulation of effective development strategy in the area of health. Studies on population have long been taking place world-wide and certainly in Jamaica. But how well documented and retrievable are these studies in the Jamaican information system in digestible and manageable form? What links are maintained between the researchers who are to be found both in medicine and the social economic studies on the one hand and the field of information on the other? A national information policy that

Dr. A. Z. Preston

— A tribute by Albertina Jefferson

THE library community in Jamaica together with the rest of the world mourns the passing of The Hon. Aston Zachariah Preston, O.J. late Vice-Chancellor of the University of the West Indies, who served in that capacity from 1974 until his most untimely death on June 24, 1986 at the Beth Israel Memorial Centre in Newark, New Jersey, U.S.A. where he had suffered post-operative complications after heart by-pass surgery.

Much has been said and written about the stature, the impressive career, the vision, the strength of character, the dedicated service, the financial management skills, the bigness of heart, the magnanimity of spirit of the late Vice-Chancellor. But what did he mean to the library community? How did he touch our spirit? As far as the University Library was concerned Dr. Preston was ever mindful and supportive of its role in the general scheme of things. He was the first to admit that the great traditions of scholarship, research and community service are the hallmarks of university work and achievement anywhere, and that access to the fruits of such research provide the potential for human growth and for command over one's own destiny. Thus he recognized the proper, appropriate and adequate supply of the tools that will facilitate teaching and research, the real business of any university, as a sine qua non. I well remember the evening, some couple weeks after I had taken up my appointment as Librarian of the Mona Campus, when I answered the telephone, in a somewhat cavalier fashion, and recognised the VC's voice at the other end. Totally disconcerted, I attempted to change my greeting to something more befitting to the status and stature of the University's chief executive officer. He immediately set me at ease and stated that he had only called to offer the Library a new microfilm camera – a "honeymoon gift", he called it as I took up office. With his usual perspicacity, the Vice-Chancellor had seen our antiquated camera which we had displayed in a University exhibition, and had combined with this trait, that quality that endeared him to the hearts of many, the common human touch.

He saw the development of Library Studies, modernised to include training in information systems networks, as an imperative of university participation in the development process. "He who has access to information, may very well hold the key to survival" he had said in an address to the Seventh General Conference of the International Association of Universities held in Manila in 1980, on "The Role of Universities in Shaping and Carrying Out Development Policies". It was easy therefore for him to address the library community on "Information requirements in relation to national goals" on the occasion of the Seminar on the Evaluation and Analysis of National Information Policy, uncannily one year to the day of his untimely death, to make specific recommendations, and to pledge the University's support for the work of the National Council on Libraries, Archives and Documentation Services, its co-operation in the formation of a national information policy, and its participation as an integral part of the national information system.

St. Paul in his Epistle to the Romans has enjoined us to render "to all their dues; tribute to whom tribute is due; custom to whom custom; fear to whom fear; honour to whom honour". The library and information community today honours A.Z. Preston. May the earth lie light upon him.

Dr. A.Z. Preston, O.J.
Vice-Chancellor, U.W.I., 1974–1986

INFORMATION REQUIREMENTS IN RELATION TO NATIONAL DEVELOPMENT GOALS

Key note Address **by the late Vice-Chancellor Preston** presented at the Seminar on the Evaluation and Analysis of National Information, Kingston, June 24–28, 1985.

THE THEME of this seminar by NACOLADS – **"Towards the development of a national information policy"** – clearly indicates that somebody or some group of persons in this society are getting their priorities right. This is particularly heartening against the background of our present problems which are none too few and which will demand of us all real ingenuity and deep understanding of public issues, if we are to find the solutions. One of the solutions, undoubtedly, is a clear-cut, articulated national information policy that will in turn provide the country with the mechanisms of collection, storage, analysis, evaluation and retrieval of data relevant to the taking of decisions not only in the devising of development strategies but also in the implementation of public policies that address social development and economic growth.

I am aware of the tremendous resources that have been invested by Jamaica in its information system, which is still developing. This I know has been the result of work by NACOLADS which is manned, I am further aware, by an energetic and no-nonsense army of women who have been working for the Jamaican development process and getting national recognition in this country, long before the United Nations concocted the Decade for Women.

I regard our own network of information resources on the Mona Campus – from the Library itself through the School of Library Studies and the Documentation Centre of the Institute of Social and Economic Research to the Computer Centre and UWIDITE, the instrument of transmission of knowledge to fight the tyranny of distance – as integral parts of the NACOLADS' initiative in building a national information system for Jamaica. I am particularly happy, therefore, to have been invited to participate with you in this seminar, focusing on requirements in relation to national development goals.

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So what may these priorities be as parameters of concern in devising our national development strategies? First of all, a people must be able to feed themselves and feed themselves **well** using one of the most valuable, indestructible and certainly renewable resources available to man – the land. It is to the lasting credit of man that he is forced to apply his ingenuity when pressed by this necessity to feed himself. So while some have made the desert bloom, others must make the hillside flower. And we in mountainous Jamaica have a great deal yet to do in order to make the latter happen. If we apply ourselves well and long enough, we will discover that the surplus from our produce can be shared with others at a price, bringing us valuable currency that can be used to purchase things we cannot produce ourselves – whether they be important commodities like fertilisers that can enrich the soil or machinery that can work the land for greater productivity. The priority of agriculture, food and nutrition, linked together, is a development imperative which challenges all the actors in the information system, (whether they be researchers, planners, documentalists or librarians) to serious and interlocking work in the interest of national development. The extent to which this is understood and deeply appreciated is the extent to which the national information policy can itself be established. **Agro 21**, the initiative of the present Administration in Jamaica, will succeed, then, only if all the different operatives in an integrated information system which intend to inform agricultural policy, are able to work together. I will come back to this. For the need applies to all other priority areas in framing a national development policy.

Another priority that demands the focus of information specialists is the area of Health and, associated with it, Population Studies. Agriculture, in terms of the food we grow to eat, is organically linked to health. In any case a malnourished nation will never be able to produce adequately for export or for itself. A diseased and physically weak labour force will indeed find reasons for late-coming, absenteeism, short concentration span on the job, and general disagreeableness at the work place. Information on health care delivery (both self-delivery and delivery through the corporate prevention and cure of communicable diseases) must have a major place in the mechanisms devised for storage, analysis and retrieval of valuable information for public policy. The generation, continuing upgrading and broad-based dissemination of knowledge about health is also part of a nation's development strategy. Indeed, a recent initiative at the University of the West Indies to devise programmes both on and off campus in the area of health management was itself a recognition of the critical role of this imperative in the formulation of effective development strategy in the area of health. Studies on population have long been taking place world-wide and certainly in Jamaica. But how well documented and retrievable are these studies in the Jamaican information system in digestible and manageable form? What links are maintained between the researchers who are to be found both in medicine and the social economic studies on the one hand and the field of information on the other? A national information policy that

does not achieve this is not likely to be of much use to anybody.

Another development priority area for any developing country has got to be Education and all other forms of investment in the human capital. The imperative of health and population to which I have just referred is certainly predicated on the notion that all development is for people and not the other way around. Emphasis on the all-round development apart from the physical well-being of the individuals who go to make up a population, is therefore critical. It is, after all, the application of mind to tasks imposed upon us by physical environment and circumstances of social interaction that marks us off from the beasts. The cultivation of the human mind and man's capacities to apply his faculties of reasoning and judgement to the simplest of tasks becomes a development imperative. What can the information system do to guide public planners and decision-takers in this most sensitive and elusive of all tasks? First of all, we need to examine what is the state of the data-base on such critical issues as school population, throughput and output over the past two decades, projections of numbers likely to be provided for over the next ten years, curriculum development trends, appropriateness of acquired knowledge to developmental needs, performance-levels of young students according to social origin or sex, occupational destination of graduates. The list is long and almost inexhaustible. For the mobilisation and creative deployment of our manpower (and womanpower) is one of the well known open secrets of our salvation in the near and distant future. The creative resourcefulness of the Jamaican people has been part of Jamaica's history. What information do we have on this? How do we go about gathering it, cataloguing it and making it available in comprehensible form to the non-specialists among whom we must number our politicians? Cultural factors which describe a people anywhere need no less attention from information specialists than science and technology, the data for which are admittedly more concrete and accessible in identifiable form. For all knowledge is finally the result of a process of ordering through creative sifting and selection. The information scientist, to be useful to national development strategy, has got to find the basic tools to sift and order all relevant data that touch on human life and existence. The problems of our present educational system would suggest the need for the sort of information being made available to everyone involved so that facts and reality take precedence over personality clashes and guesswork about where the primary and secondary schools, the teacher training colleges, other tertiary level institutions, continuing education institutions and the University of the West Indies ought to go.

This brings me around to just one other area of development we need to consider and that is the field of Information itself – the very thing with which NACOLADS is so deeply involved. Information development, information policy, information knowledge – call it what you will – is itself a basic requirement for effective national development. We know that each year millions of items of information are generated on both the development process and the specific areas of that process. Most of it, alas, is geared to the developed, industrialised countries. But most of the people who need this information are in the developing countries like Jamaica. And yet they are usually the worst informed. What is more, the resources that can be devoted to information systems and services are very limited in developing countries. Paradoxically, the area of information has often had to give place in the budget to agriculture, imported food, and other consumer durables, health care, products for industrialisation, and other priorities which depend for their development on the supply of appropriate information. Yet despite the lack of funds, information policy must fulfill inescapable requirements to make sense or to be useful at all. The small size of Jamaica does not for one moment dictate inferior services. Rather, the quality of the services has got to be high because of the intensity and depth of the problems of development facing a country that consumes more than it seems willing at the moment to produce, and that has a view of the world that does not entertain satisfaction with simply meeting our basic needs. What is more, it is daily influenced by the onslaught of satellite communication and the creature-comforts of **'ordinary people'** like the ones we are taught to admire in **"Dallas"**, **"Falcon Crest"** or **"Dynasty"**. Up front are the more immediate problems of unemployment, a falling dollar, rising prices and crime.

The national decision-takers are in trouble and need information to help out their instincts. NACOLADS might therefore wish to refine its information network system to do the following:

firstly, provide Jamaica with access to established international co-operative systems in such areas as agriculture (AGRIS is already in place), development planning (utilising the services of DEVSIS and INFOPLAN), population and education. The upgrading of our own regional co-operative system CARISPLAN would also be included in this;

secondly, constantly evaluate and seek to upgrade plans for library development, including training;

thirdly, seek to get into the country computer systems and software packages as well as promote computer literacy among the user populations;

fourthly, consolidate the national infrastructure that has been put in place with the help of NACOLADS and the National Library of Jamaica;

and fifthly, develop with the existing information systems network, a mechanism for the **evaluation, selection** and **synthesis** of information on specific topics that speak to urgent development issues and are likely to affect policy-options being considered for national development.

It is to this last requirement I would wish to finally speak since I am aware of the Jamaican initiatives in meeting most of the other requirements I have just stated. Way back in 1963 the U.S. President's Science Advisory Committee issued a Report entitled **Science, Government and Information**. That report addressed this particular requirement I have just mentioned in the following way:

> "Science can ultimately cope with the information expansion only if enough of its most gifted practitioners will compact, review and interpret the literature both for their own use and for the benefit of more specialised scientists. . . Recognition of the importance of such scientific middlemen is discernible in the proliferation of so-called specialised information centers where information is digested and interpreted."

I am not suggesting for us to revert to yet another institutional bureaucracy, heaven forbid! Rather I am recommending to NACOLADS and to this seminar consideration of a mechanism, a body of persons from within the information network strategically located at the National Library or at the University of the West Indies, who can indeed evaluate, select and synthesize the overload of information into digestible form so as to effectively guide public policy and deliver our decision-takers from the intimidation they suffer at the thought of coping with the sheer volume of data to be assimilated. The constituency of development-users, as every librarian or documentalist knows, is varied. It embraces the scientist, the technologist, the administrator, the manager and the extension worker. All of them need data in a form that is digestible and manageable.

But for this to be done, those who work as documentalists and librarians need to keep abreast of the research work in the special fields of development. Collaboration between researcher and documentalist is therefore yet another requirement. And the agenda of concerns for both sets of actors would be such things as state-of-the-art reviews, question-and-answer services, preparation of abstracts, and the like. Such an activity were best located where the different actors in the information system can easily collaborate and where the generation of knowledge exists as a matter of course.

There are other tasks to be done which themselves may be viewed as mandatory requirements for an effective information policy. Quite apart from the information overload which mesmerizes and immobilises many of us, there is the increase in the numbers of unconnected fields of specialty that relate to development. The information network has to face two problems connected with this. First it has to ensure that scientists who are working within a particular field know of each other's activities and results. Secondly, it has to facilitate the relevant communication between specialist fields. In the developed world the so-called **"invisible college"** of scientists working in similar fields has its way of keeping in touch. Members meet at international conferences; they exchange papers and use the international telephone system. Developing country scientists are often too poor to avail themselves of travel, unlimited postal and telephone services. NACOLADS might wish, then, to address the need to **"make the invisible college more 'visible' in order to provide its members with the opportunity for information and exchange"**.

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With this assurance I think I can safely assume that you should now realise that you have in the University of the West Indies a willing ally in your efforts to find a rational and sure-fire route to a National Information Policy that will in the words of NACOLADS' Chairperson **"guide the establishment of priorities and their implementation as a function of national development planning"**. As Vice-Chancellor, I pledge support in your quest and more directly in the efforts to meet the requirements, some of which I have tried to outline, necessary for a more certain and tolerable future for Jamaica. I wish you all that is good in the upcoming deliberations. I am indeed aware of the quality of the expertise and wisdom of those gathered here and so I expect nothing but success.

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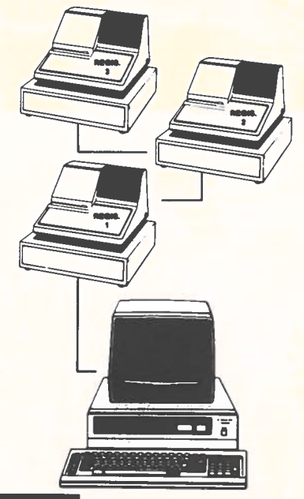

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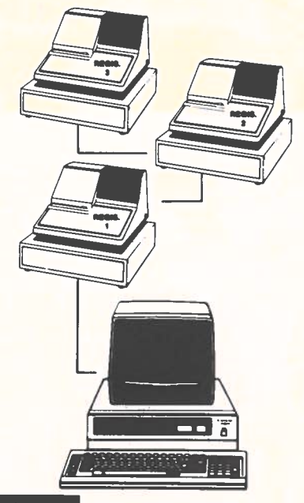

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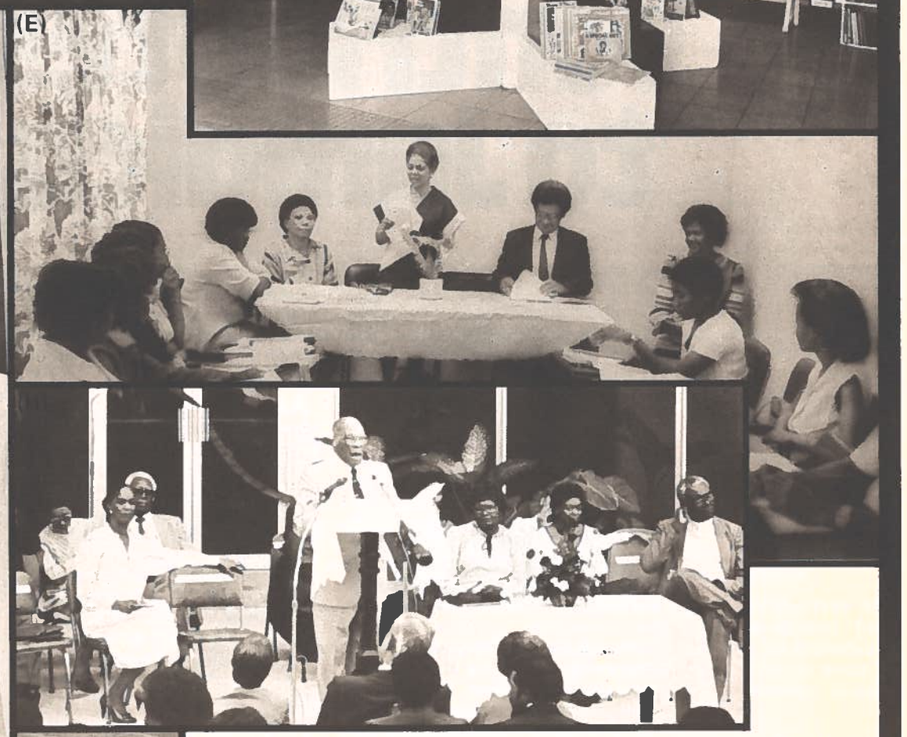

(A) Under construction — Extension for the Caribbean Research Collection at the Main Library, Univerisity of the West Indies, Mona.

(B) The Governor-General, His Excellency the Hon. Florizel Glasspole and Minister of State in the office of the Prime Minister, Mr. Mike Henry discussing books on display at the IASL Conference with Dr. Joyce L. Robinson, member of the Library Association and Director of HEART.

(C) The four librarians honoured by the Association at a Luncheon at the Liguanea Club, December 5, 1986. In a happy mood are (l-r), Mrs. Yvonne Lawrence, Mr. K.E. Ingram, Miss Stephney Ferguson, Mrs. Albertina Jefferson.

(D) Visitors and members of Staff of the Scientific Research Council visiting the New Documentation Centre following the official opening July 1985. Dr. Joyce Robinson, Managing Director of HEART Trust, officially opened the Centre.

(E) Mrs. Shiela Lampart speaking at the Course on Basic Skills in Library Management for Para-professionals in the Socio-economic Information Network held May 27 — June 4, 1985. Others at the head table are (-r), Miss Stephney Ferguson, Mr. Martin Mordecai, and in the right corner, Mrs. Arlene Ononaiwu, Librarian at National Planning Institute of Jamaica where the course was conducted.

(F) Handing-over ceremony of computer hardware and software to the Department of Library Studies, OAS. (l-r) Miss N. McFarquhar, Planning Institute of Jamaica; Dr. J. Pereira, Dean, Faculty of Arts and General Studies, UWI, Mona; Mr. V. Marquina, OAS Representative in Jamaica; Miss D. Owen, Planning Institute of Jamaica; Dr. Martha Tome, Senior Library Specialist, OAS, Washington; Mrs. H. Bennett, Senior Lecturer, Department of Library Studies; Dr. F. Augier, Pro-Vice-Chancellor, UWI; and Professor D. Douglas, Department of Library Studies, UWI.

(G) View of the reading room of the recently refurbished library of the Supreme Court of Judicature. It was relocated in accommodation formerly occupied by the Attorney-General's Department.

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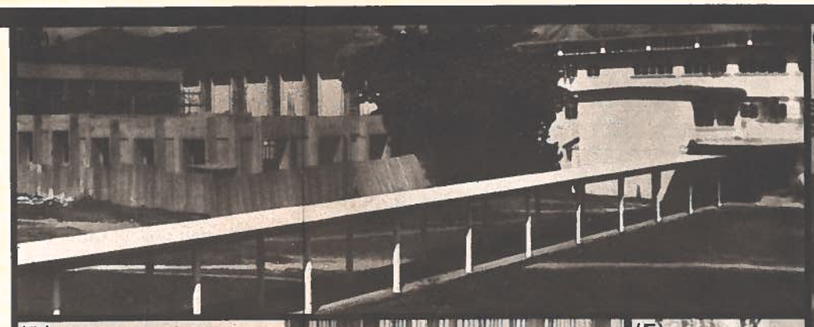

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Alcan contributes to Jamaica

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When the solution was found, the Company allocated over US$25 million in creating gigantic drying beds so that this waste can be stored safely out of the way of ground water.

Alcan willingly helps the communities where it operates, not only by providing much needed employment, but by offering help on school and hospital boards, and defraying certain costs for community projects, and more: Alcan contributes to education by annually providing Jamaican students with scholarships to U.W.I. and C.A.S.T., as well as for universities overseas. Plus, scholarships are granted to children of Alcan employees whenever they enter tertiary institutions, here or abroad.

That's Alcan. A corporate citizen that participates.

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ALCAN

Quietly Achieving Important Goals

STATE OF THE ART IN DATA COMMUNICATION IN JAMAICA

by Patrick McGhie

BACKGROUND

This is the information age, in which the transmission of a vast amount of information be it voice or non-voice is posing enormous challenges to telecommunications entities worldwide. Over the last decade worldwide communication capabilities have been enhanced through innovative technological developments. Computer technology combined with the rapid deployment of digital transmission technology has produced a new branch of communication science named telematics. The marriage of these two technologies has impacted significantly on the types of services now available to the subscriber or end user. Videotex, telex, electronic mail, high speed facsimile and computer to computer data transfer are now taken for granted.

The traditional slow speed data services such as telex and telegraph with transmission speed of 50 bits per second are still around, but the new technologies available have brought about a significant increase in speed at which data is now transmitted over the telecommunication network.

With the emergence of fibre optic cable systems replacing in some areas in Jamaica the old copper wire cable network, substantially higher data speeds, improved data transmission performance, and higher security of transmitted data are now possible.

Other transmission facilities available are digital microwave radio links and satellites. Where appropriate, it is usual to find in Jamaica a communication network configured around a mix of radio, cables and satellite systems.

Presently, the old island-wide network of microwave links can only carry low speed data transmission, typically 9.6Kbits/sec over each telephone channel. These links are designed primarily to carry analogue voice circuits rather than digital. To facilitate data transmission which is primarily a digital signal in origin, special interface terminal equipment called modems must be used to convert the digital signal to a form suitable for transmission over these analogue circuits (modem is a contraction of the words modulator and demodulator). Whilst this is the most commonly employed method of transporting data, it is not the most efficient or the most economical. The introduction of digital microwave links throughout the island-wide network should alleviate this. Furthermore, greater flexibility is now afforded with the possibilities of higher data speed capabilities and also the ability to transport a mix of data and digitally encoded voice signal.

International communication on a global basis is provided by a combination of submarine cable systems and a satellite transmission. A new submarine cable system using fibre optic cable with digital transmission at 140Mbits/sec. linking Caribbean Basin Territories, North and South America is currently being looked at by Jamintel as part of an upgrading programme of Jamaica's international communication facilities. Jamintel's two earth stations located at Prospect Pen in St. Thomas along with other components of Jamintel's facilities are now carrying all Jamaica's international data transmission requirements. These facilities can be easily equipped to carry all of Jamaica's international telecommunication traffic (telephony and data) for the foreseeable future. In the case of data related services, in which rapid activity and growth are expected, it will be the extent of consumer demand and the economic justification of providing it which will determine the rate at which transmission facilities are added.

ROLE OF JAMINTEL AND JTC

Jamaica telecommunication services are provided by two companies, namely: the Jamaica Telephone Company Limited (JTC) and the Jamaica International Telecommunications Limited (Jamintel). The relationship between the two companies and the role they play in the provisioning of telecommunication services within the country is not well known. However, the licence granted to each company clearly defines their role and relationship.

The Jamaica Telephone Company Limited is a government utility, which under the Telephone Law of January, 1967, was granted a licence for a period of 25 years with the responsibility for providing domestic telecommunication services such as for telephone and telex. Recently the licence was amended to allow JTC to assume the ownership and operation of the Island's telegraph network linking post offices and postal agencies.

In September 1986, JTC formally announced its Interconnect Policy by which a range of communication devices attachable to telephone lines may now be used following application and approval from JTC. These include: call sequencers, auto diallers, announcement machines, answering machines, emergency auto diallers, teleconferencing systems, hands free loudspeaker units, telephone devices for the deaf, facsimile machines, alarm/control supervisory systems, automatic paging systems, personal computers or work stations with inherent modems.

Once the applicant's equipment meets the company's approval, the customer will be advised and a telephone line or appropriate extension facility provided with a suitable line-end apparatus.

Charges will depend on the type of equipment which will be allowed for interconnection. These are an evaluation fee (if applicable), an "access point" installation fee and a monthly access charge.

The other Company, the Jamaica International Telecommunications Limited was formed in January, 1971. The Government of Jamaica owns 51 per cent of the shares and Cable and Wireless (West Indies) Limited (C & W), a British Company owns the remaining 49 percent. Prior to the Government's acquisition of its 51 per cent share holding, the services now operated by Jamintel were provided exclusively by C & W.

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- Facsimile
- Photo-Telegram
- Leased Data, Telegraph & Voice Circuits
- International Data Access
- International Television
- Voicecasts
- Overseas Broadcast Reception
- Maritime Services (Telephone & Telegraph)
- Specialised Customer Services
- Terminal Equipment Rental
- Consultancy.

From the Jamintel Centre in Kingston, Jamintel provides modern international switching and transmission facilities for telephone, telex, telegraph and data. These are interconnected with the transmission facilities such as satellite and submarine cable systems which are linked to a worldwide telecommunication network.

The international gateway switch provided by Jamintel is interconnected with JTC's toll switches to facilitate the connection of the international and the domestic network.

DATA BASES AND INFORMATION TRANSFER

Information transfer via the electronic media on a wide range of subjects is now quite easy to accomplish by accessing any of the numerous electronic data bases available. The existence of any local, public electronic data base which can be accessed at present via the local telecommunication network is unknown at this time. Hence, access to public data bases is limited to those which are available overseas.

Persons wishing to use these data bases would first have to subscribe to them upon which access can be gained by connecting with one of the data networks such as Tymnet or Telenet in the USA through Jamintel. This service officially came on stream in November, 1986. Jamintel's charges are a deposit for usage, an annual subscription fee, access charge per minute and usage charge per thousand characters. Each subscriber should have an identification code or password which has to be entered on his terminal and accepted by the network before data transfer can commence. Subscriber terminal equipment can be a telex machine, personal computer or larger computer systems.

With regard to the direct connection of terminal equipment to the local telephone network, the Jamaica Telephone Company's "Interconnect Policy" mentioned above, enables this.

The field of data communication is still in its infancy in Jamaica, but it is a field in which rapid growth is anticipated in the volume of data to be transmitted and the new types of data services which are to be offered. We will most likely follow the path taken by the developed countries albeit at a somewhat slower rate, due primarily to the low demand for such services which have yet to be developed and marketed here and to possible foreign exchange unavailability which will hamper the purchase of the equipment necessary to implement these services.

In Jamaica today much of the data transmission which takes place is between local companies and their affiliated or parent companies overseas. A few local companies, banks in particular, have local private networks interconnecting branches and their main office. The data transmission services between companies are mainly in the areas of airline and hotel reservation, banking and an assortment of other business related transactions, such as those connected with the horseracing industry and the shipping fraternity. A few locally based data entry firms also engage in data transmission with their parent companies overseas. Most of the companies transmit data at speeds ranging from 1200 to 9600 bits/sec.

With the growing number of data entry firms coming into the island, the volume of data traffic is expected to increase substantially. Presently, most of the data entry companies' processed data is stored on disks or tapes which are then flown out of the island to their North American affiliated companies. Rather than flying out the processed data, the alternative is there, if these companies so desire, to have the data transmitted overseas by Jamintel's international telecommunication facilities. The companies will naturally have to take into account the volume of data to be transmitted, the time-critical nature of the data, whether interactive or one-way flow of data is desired and above all, cost considerations to justify the choice of this alternative. If this latter alternative is chosen, then several possibilities exist from which a solution can be found to satisfy each data entry company's international communication requirement.

NETWORK IMPROVEMENTS

At present, it is relatively easy to transport data at speeds up to 9600 bits/sec over the local telephone network which can then interconnect with the international network. The problem arises when higher data speeds, say 56Kbits/sec and higher are required for transmission over the local network. The local telephone network was designed essentially for analogue transmissions. Hence, to accommodate the higher data speeds costly additional equipment in the local network is required before such transmission can be passed on to the international communication facilities. This problem will be alleviated in the future as the local telephone company, JTC, has embarked on a programme of gradually digitalizing its network. This however, will not be completed overnight as a large infusion of capital is required to provide these transmission facilities. Work is now being carried out on a phased basis with the installation of new digital switching systems, fibre optic cables and digital microwave radio links.

The indications are that a large number of these data entry companies are to be concentrated in specialiy designated zones. If this is so, then these companies can be linked into a local area communication network designed to carry high speed data. This local area network can then be connected to a small satellite earth station located possibly on the roof of a building within the area. This earth station will then provide the international transmission facilities for a wide range of services. Special satellite systems are available for which small earth stations with antenna (dish) size of 1.2 metres can be easily roof-mounted on a customer's premises to transmit data up to 19200 bits/sec.

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SOME CONSIDERATIONS IN DESIGNING A NATIONAL BIBLOGRAPHIC DATA BASE AT NLJ

by Hyacinth Brown

BACKGROUND

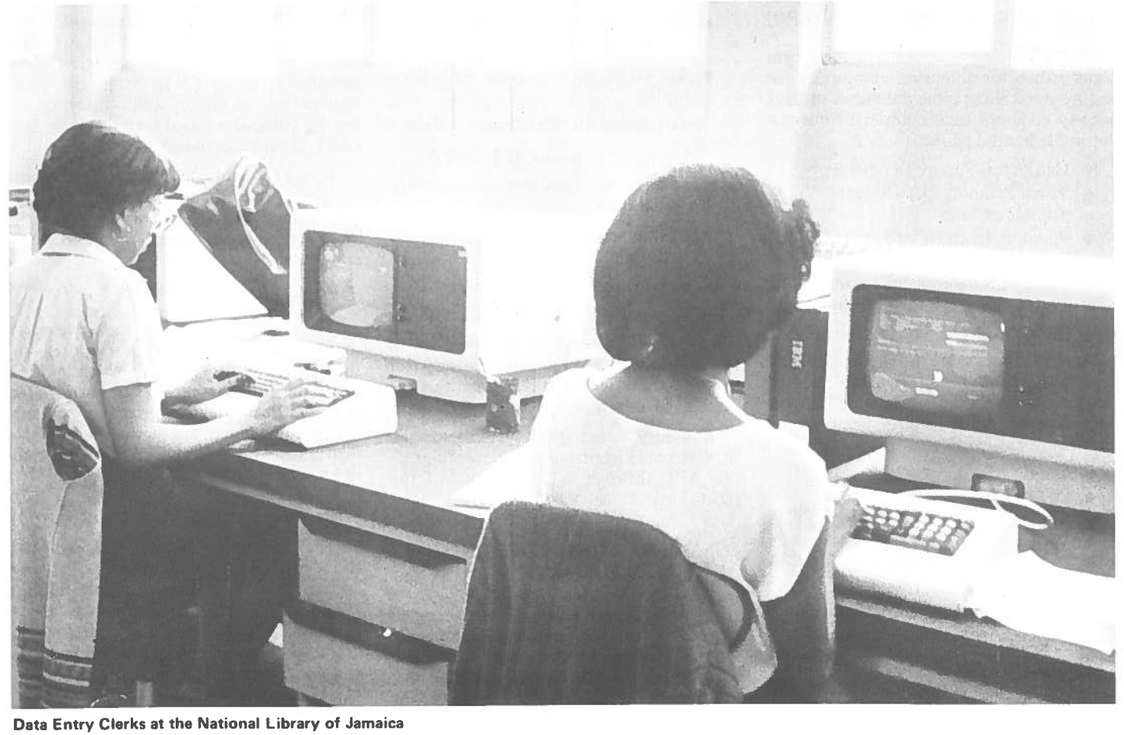
One of the recommendations of the 1977 **Plan for a National Documentation, Information and Library System for Jamaica** was that the National Library of Jamaica (NLJ) be responsible for setting up a Referral Service "to provide rapidly on request the location of needed material and organize interlibrary loans".1 It was envisaged that the Referral Service would be based on an automated bibliographic database containing the holdings of libraries in the national information system.

In 1982, assisted by funding from the IDRC National Information Network and System Project for Jamaica, the NLJ started a Referral Service based on subject profiles of some 37 libraries as a first step since it did not have the immediate resources to set up an automated bibliographic database.

In 1984 the concept of building one large national database was revised. An IDRC consultant, on a four-week mission to Jamaica in April 1984 to assist in a review of the 1977 **Plan**, recommended that in view of the large resources in terms of materials in the island and differences in emphases of the various libraries and information units, it would be more feasible and manageable to set up three central bibliographic databases. The three Systems identified were to be based at the National Library of Jamaica; the University of the West Indies (UWI), Mona; and the Jamaica Library Service (JLS).

The NLJ system would encompass government and private sector libraries, the UWI system, the Mona Campus libraries, and the JLS system, the public libraries, and the schools' libraries served by this body.

Within the NLJ system itself there are four networks, namely, the Scientific and Technical Information Network (STIN); the Socio-economic Information Network (SECIN); the Legal Information Network (LINET); and the College Information Network (COLINET). NLJ serves a co-ordinating role for these networks, producing union lists, facilitating document loans and exchange and has the responsibility for setting related stand-



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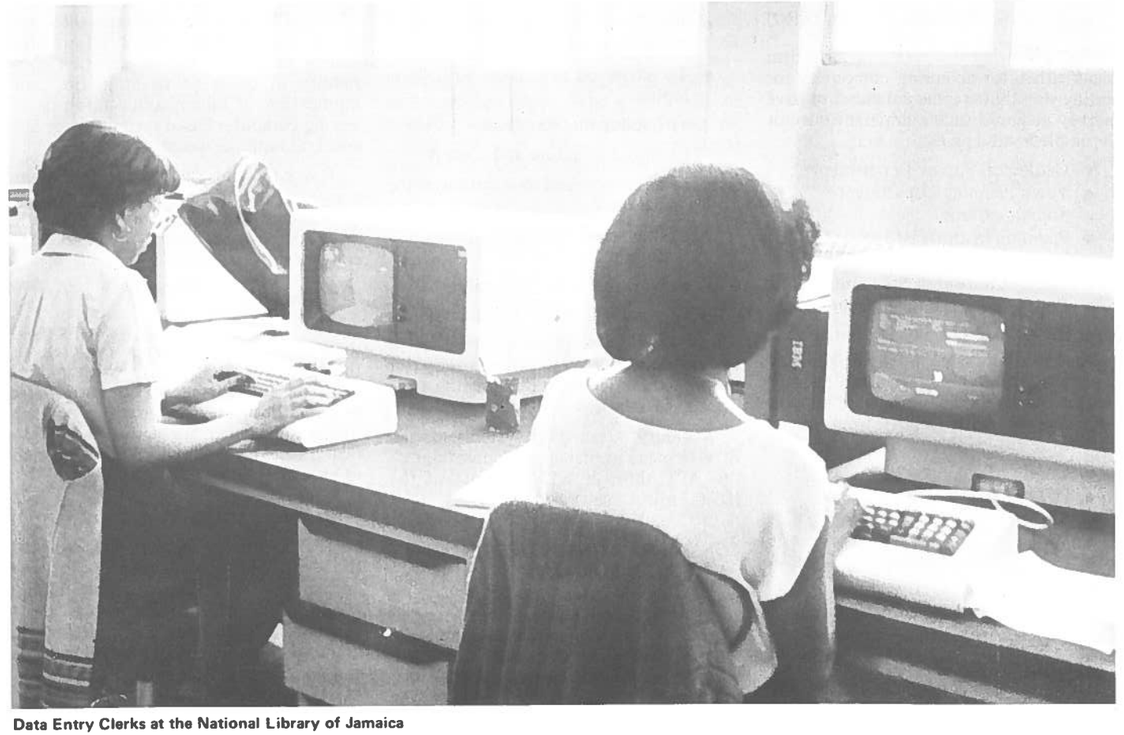

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A library automation systems specialist was made available as a consultant to the APT through NLJ, as part of the IDRC Project mentioned above.

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It was therefore thought necessary to work closely with all relevant libraries to ensure that data elements chosen as core elements would not only be relevant to their needs but would also not place too great a burden on libraries in the system to identify them for input. At the same time, the value of regional and international standards, the other two concerns, should not be overlooked.

Regarding the second concern, that of regional standards, the system which was of main interest was the CARISPLAN system. Local libraries in the Socio-economic Information Network (SECIN), feed indexing and abstracting data for input to **CARISPLAN Abstracts on UN/ECLA. . . bibliographic Record Card** through the Planning Institute of Jamaica's (PIOJ) Information Centre, the focal point for SECIN and national node for collecting data for CARISPLAN.

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The system which has therefore been developed is based mainly on UNIMARC and CCF which are both designed for cataloguing purposes and are expected to have wide influence. Efforts were made to set up fields similar in structure to both CCF and UNIMARC where possible and similar to one where local needs take precedence. All major bibliographic elements have a fairly high degree of compatibility with UNIMARC and CCF. Conversion formats need not therefore be complex.

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COPYRIGHT IN JAMAICA

by Beverley Pereira

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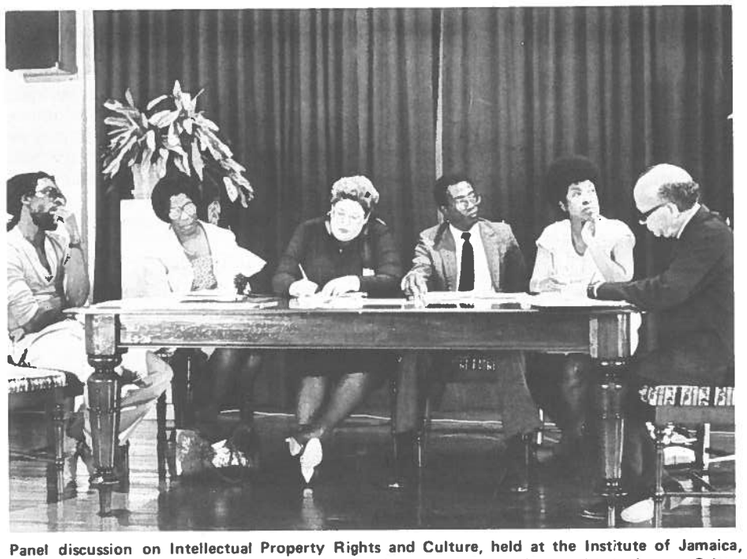
The principle underlying any copyright system is the stimulation and encouragement of the creative expression of a people, thereby enriching their cultural heritage and, particularly in developing countries, fashioning a national identity. If, in any country there is no system which adequately protects authors, composers and artists by ensuring that they receive a fair economic return for their creative efforts and that they can take action to protect the integrity of their work, then, ultimately, it is the country as a whole which is disadvantaged, for creative people will not have the necessary incentive to create work from which all society benefits. In addition, publishers of print and other media communication need a return for their risks and investment in the production, distribution and sale of works.

But the two interests must be balanced: the individual interest of the creator and the collective interest of the society, and copyright legislation must seek to achieve the balance. Thus, a legislative regime must be established which clearly identifies the major principles such as the nature of the protection, the criteria for ownership of copyright, the duration of copyright, what materials are copyrightable, what acts constitute infringement and the exceptions to infringement, in the public interest.



Panel discussion on Intellectual Property Rights and Culture, held at the Institute of Jamaica, February 18, 1985, in which Mrs. Beverley Pereira, seated second from right, took part. Others seated (l-r) are Mr. Steve Golding, Vice-President of the Jamaica Federation of Musicians; Mrs. Gloria Edwards, Registrar of Companies; Miss Sonia Jones, Attorney-at-Law; Mr. Harold Brady, Attorney-at-Law; and Mr. Edward Plowman, Vice-Rector of the U.N. University and a specialist in Intellectual Property Rights.

The situation in Jamaica with regard to copyright is now well-known. It is often said that there is no copyright legislation in Jamaica. This is not correct: rather, there is no **adequate** copyright legislation. The operative legislation is a UK Copyright Act of 1911 supplemented by a Jamaican Act of 1913, which deals, among other things, with the offence of making or selling an infringing copy of a work in which copyright exists and provides for certain adaptation of the UK law to the Jamaican circumstances. In 1956 the UK adopted a new Copyright Act as it was recognized that certain technological advances, particularly those which affected the means by which copyrighted material could be transmitted for example, satellite broadcasting, films, and so on, as well as the increase in the kind of copyrightable material necessitated new legislative provisions. It was not until 1977 after much agitation on the local scene that Jamaica put in place a new law which was essentially based on the 1956 UK law. A provision was put into the 1977 law to the effect that it would come into operation on a date which the responsible Minister would appoint. But that date has never been appointed for several reasons. Not only was the administrative machinery (relating for example to the tribunal and the optional registration which were provided for) not in place, but the inadequacies of the 1956 UK legislation on which the 1977 Jamaican Act was based had been brought to light particularly by the Whitford Committee [1] which, after extensive review of the UK law, concluded that the law was no longer suited to contemporary needs and recommended that it should be repealed and replaced. In addition, there was dissatisfaction among local performing artistes that the 1977 law had not given them the protection which they had long sought. Also,

Beverley Pereira, Attorney-at-Law, is Senior Parliamentary Counsel in the Office of the Parliamentary Counsel. She has been the Government Representative at international conferences and seminars on copyright and intellectual property

in its Report [2], the Unit for Harmonization of Laws of the Caricom Secretariat urged that it was in Jamaica's interest to replace the 1977 Act with more modern legislation.

Fresh recommendations have been made to the Government following a re-examination of the subject by a Copyright Committee in 1982. What is still needed is a decision from Cabinet on the principles to be embodied in the law for, as a matter of policy, the drafting cannot be undertaken without Cabinet approval. Let us look at some of the major principles which must be embodied in our copyright legislation.

WORKS WHICH SHOULD BE PROTECTED

It is now usual in copyright legislation to protect "literary, dramatic and artistic works". Literary work is traditionally defined to include written table or compilation and dramatic works. The question now is whether computer software should now be included in the definition. One view is that since Jamaica is an importer rather than a 'creator' of software and is likely to remain so for many years to come, there is no national advantage to affording it protection at this time. On the other hand, producers of software overseas may not wish to export it to Jamaica if there is no copyright protection here; also, there is the possibility that the inclusion of software in the definition may well be a stimulus for the manufacture of computer software in this country. It is interesting to note that the Model Legislation on Copyright prepared by the Caricom Unit for Harmonization of Legislation includes software in the definition of literary work, as does the Trinidadian Law.

Dramatic works should include dumb shows, choreographic shows and scenarios or scripts for audio-visual works. Included in "artistic works" would be paintings, sculptures, drawings, engravings, photographs, a building or model of a building whether either is of artistic quality, as well as other works of artistic craftsmanship.

It should be emphasized that it is essential to copyright protection that the literary, dramatic or artistic work must be original and must be in some fixed and material form. But the quality, merit or ingenuity of the work are not relevant.

FOLKLORE: A SPECIAL PROBLEM

The matter of legislative protection of folklore is of importance to Jamaica, as it is to developing countries generally. The need for protection arises because frequently Jamaica's cultural expressions – literary as well as artistic work – are copied or recorded by foreign organizations, produced in some form and sold on the international market. The "owner" of that 'original' material is, strictly speaking, the country but no reference is made to any national organization regarding the use of the work: indeed, as is presently the case, in the absence of legislative provision governing the matter, no reference need, legally, be made.

But it is still unsettled both at the national and international level whether the protection of folklore should be under copyright legislation. Put another way, can folklore satisfy the prescribed criteria (for example, fixed form, originality) for copyright protection? Is it more appropriate to give legal protection to folklore **outside** of a copyright regime?

In some countries folklore is accorded copyright protection with copyright existing in the Government. In fact there are provisions governing folklore in the Tunis model law on copyright and similar provisions in countries such as Algeria and Morocco. Although the idea of copyright protection is sound in principle, there is apparently no evidence that the laws governing the matter work in practice. As the Caricom Unit for Harmonization of Legislation has pointed out, an elaborate procedure for identifying folklore material would be required. How would folklore be identified and documented in Jamaica? Presumably, a panel of suitably qualified persons would be selected to determine this. The public would then have to be informed that a particular matter is being considered for certification as folklore and opportunity given to make representations about the work. There would also need to be a register of all certified work containing the full text, score or description of each work.

In view of the difficulties which still remain unresolved even at an international level (The World Intellectual Property Organization – WIPO – and Unesco are still promoting discussion on folklore) it would seem that as far as Jamaica is concerned, copyright legislation should not await the resolution of these problems: rather, the arrangements for the preparation of the law should be proceeded with and the matter of folklore dealt with at a later date. What is beyond dispute, however, is that legal provisions are needed to protect folklore whether as part of a copyright regime or by means of a specific law dealing with that subject matter.

QUALIFIED PERSON

Since the copyright legislation of any country is designed essentially to protect the interest of its nationals, the persons (and this includes bodies corporate) who may enjoy the protection must show some close connection to that country such as citizenship, domicile or residence. But in addition, in view of the desirability of Jamaica's entry into treaty arrangements with other states as regards reciprocal copyright protection, provision should be made for the works of nationals of countries with whom such arrangements exist, to be accorded the same treatment as the works of Jamaican nationals. In the context of the harmonization of laws within Caricom States, consideration should also be given as to whether any special provisions should be made in respect of the works of nationals of those States.

THE RIGHTS TO BE GRANTED

Copyright legislation must protect both the economic rights and the moral rights which inhere in the author of the work – "author" being used here to signify not only the author of literary work but also the composer of musical work, the artist in relation to artistic work and the photographer in relation to a photograph.

ECONOMIC RIGHTS

These are essentially property rights and include the exclusive right to exploit the work in any manner: to reproduce it by means of records, films or otherwise, to sell, lease, lend or distribute copies thereof to the public, to exhibit or perform the work, the right of recitation, performance, the right of communicating the work by means of sound or visual records, the right of communication by broadcast and the right to adapt or translate the work.

MORAL RIGHTS

These consist of the author's right to decide on the disclosure of his work, to respect for his name, his authorship and his work, and even after the transfer of economic rights, the right to claim authorship of the work and to object to any distortion, mutilation or other modification of, or any action in relation to the work which would be prejudicial to his honour or reputation.

Moral rights, unlike economic rights, are perpetual and not transferable. Moral rights in works ought to be clearly and specifically protected in Jamaican copyright legislation. The UK 1911 law did not, and in its continued application to Jamaica does not, offer this protection. The protection of moral rights is now standard in modern copyright legislation worldwide.

NEIGHBOURING RIGHTS

A distinction is usually made between copyright and neighbouring rights. Copyright seeks to protect original literary,

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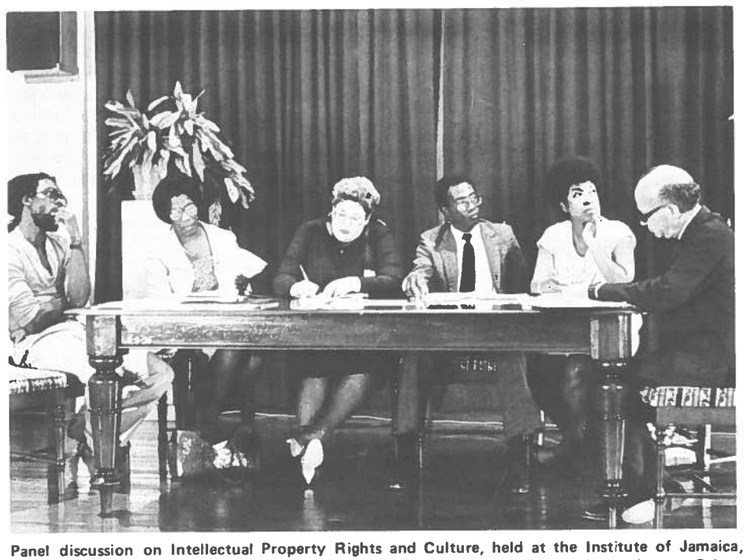
by Beverley Pereira

Copyright is the expression used to describe the cluster of rights conferred by law on authors, composers and artists in respect of their literary, dramatic, musical and artistic works. Copyright law is essentially concerned with the negative right of preventing the copying of **physical** material and not with the reproduction of ideas; for the claim is not to ideas but to the material that has embodied the ideas. Copyright is property – intellectual property – but copyright legislation is not concerned with giving a **monopoly** to any particular form of words or design and this distinguishes it from rights conferred by patent, trade mark and design laws which deal with other types of intellectual property.

The principle underlying any copyright system is the stimulation and encouragement of the creative expression of a people, thereby enriching their cultural heritage and, particularly in developing countries, fashioning a national identity. If, in any country there is no system which adequately protects authors, composers and artists by ensuring that they receive a fair economic return for their creative efforts and that they can take action to protect the integrity of their work, then, ultimately, it is the country as a whole which is disadvantaged, for creative people will not have the necessary incentive to create work from which all society benefits. In addition, publishers of print and other media communication need a return for their risks and investment in the production, distribution and sale of works.

But the two interests must be balanced: the individual interest of the creator and the collective interest of the society, and copyright legislation must seek to achieve the balance. Thus, a legislative regime must be established which clearly identifies the major principles such as the nature of the protection, the criteria for ownership of copyright, the duration of copyright, what materials are copyrightable, what acts constitute infringement and the exceptions to infringement, in the public interest.



Panel discussion on Intellectual Property Rights and Culture, held at the Institute of Jamaica, February 18, 1985, in which Mrs. Beverley Pereira, seated second from right, took part. Others seated (l-r) are Mr. Steve Golding, Vice-President of the Jamaica Federation of Musicians; Mrs. Gloria Edwards, Registrar of Companies; Miss Sonia Jones, Attorney-at-Law; Mr. Harold Brady, Attorney-at-Law; and Mr. Edward Plowman, Vice-Rector of the U.N. University and a specialist in Intellectual Property Rights.

The situation in Jamaica with regard to copyright is now well-known. It is often said that there is no copyright legislation in Jamaica. This is not correct: rather, there is no **adequate** copyright legislation. The operative legislation is a UK Copyright Act of 1911 supplemented by a Jamaican Act of 1913, which deals, among other things, with the offence of making or selling an infringing copy of a work in which copyright exists and provides for certain adaptation of the UK law to the Jamaican circumstances. In 1956 the UK adopted a new Copyright Act as it was recognized that certain technological advances, particularly those which affected the means by which copyrighted material could be transmitted for example, satellite broadcasting, films, and so on, as well as the increase in the kind of copyrightable material necessitated new legislative provisions. It was not until 1977 after much agitation on the local scene that Jamaica put in place a new law which was essentially based on the 1956 UK law. A provision was put into the 1977 law to the effect that it would come into operation on a date which the responsible Minister would appoint. But that date has never been appointed for several reasons. Not only was the administrative machinery (relating for example to the tribunal and the optional registration which were provided for) not in place, but the inadequacies of the 1956 UK legislation on which the 1977 Jamaican Act was based had been brought to light particularly by the Whitford Committee [1] which, after extensive review of the UK law, concluded that the law was no longer suited to contemporary needs and recommended that it should be repealed and replaced. In addition, there was dissatisfaction among local performing artistes that the 1977 law had not given them the protection which they had long sought. Also, in its Report [2], the Unit for Harmonization of Laws of the Caricom Secretariat urged that it was in Jamaica's interest to replace the 1977 Act with more modern legislation.

Fresh recommendations have been made to the Government following a re-examination of the subject by a Copyright Committee in 1982. What is still needed is a decision from Cabinet on the principles to be embodied in the law for, as a matter of policy, the drafting cannot be undertaken without Cabinet approval. Let us look at some of the major principles which must be embodied in our copyright legislation.

WORKS WHICH SHOULD BE PROTECTED

It is now usual in copyright legislation to protect "literary, dramatic and artistic works". Literary work is traditionally defined to include written table or compilation and dramatic works. The question now is whether computer software should now be included in the definition. One view is that since Jamaica is an importer rather than a 'creator' of software and is likely to remain so for many years to come, there is no national advantage to affording it protection at this time. On the other hand, producers of software overseas may not wish to export it to Jamaica if there is no copyright protection here; also, there is the possibility that the inclusion of software in the definition may well be a stimulus for the manufacture of computer software in this country. It is interesting to note that the Model Legislation on Copyright prepared by the Caricom Unit for Harmonization of Legislation includes software in the definition of literary work, as does the Trinidadian Law.

Dramatic works should include dumb shows, choreographic shows and scenarios or scripts for audio-visual works. Included in "artistic works" would be paintings, sculptures, drawings, engravings, photographs, a building or model of a building whether either is of artistic quality, as well as other works of artistic craftsmanship.

It should be emphasized that it is essential to copyright protection that the literary, dramatic or artistic work must be original and must be in some fixed and material form. But the quality, merit or ingenuity of the work are not relevant.

FOLKLORE: A SPECIAL PROBLEM

The matter of legislative protection of folklore is of importance to Jamaica, as it is to developing countries generally. The need for protection arises because frequently Jamaica's cultural expressions – literary as well as artistic work – are copied or recorded by foreign organizations, produced in some form and sold on the international market. The "owner" of that 'original' material is, strictly speaking, the country but no reference is made to any national organization regarding the use of the work: indeed, as is presently the case, in the absence of legislative provision governing the matter, no reference need, legally, be made.

But it is still unsettled both at the national and international level whether the protection of folklore should be under copyright legislation. Put another way, can folklore satisfy the prescribed criteria (for example, fixed form, originality) for copyright protection? Is it more appropriate to give legal protection to folklore **outside** of a copyright regime?

In some countries folklore is accorded copyright protection with copyright existing in the Government. In fact there are provisions governing folklore in the Tunis model law on copyright and similar provisions in countries such as Algeria and Morocco. Although the idea of copyright protection is sound in principle, there is apparently no evidence that the laws governing the matter work in practice. As the Caricom Unit for Harmonization of Legislation has pointed out, an elaborate procedure for identifying folklore material would be required. How would folklore be identified and documented in Jamaica? Presumably, a panel of suitably qualified persons would be selected to determine this. The public would then have to be informed that a particular matter is being considered for certification as folklore and opportunity given to make representations about the work. There would also need to be a register of all certified work containing the full text, score or description of each work.

In view of the difficulties which still remain unresolved even at an international level (The World Intellectual Property Organization – WIPO – and Unesco are still promoting discussion on folklore) it would seem that as far as Jamaica is concerned, copyright legislation should not await the resolution of these problems: rather, the arrangements for the preparation of the law should be proceeded with and the matter of folklore dealt with at a later date. What is beyond dispute, however, is that legal provisions are needed to protect folklore whether as part of a copyright regime or by means of a specific law dealing with that subject matter.

QUALIFIED PERSON

Since the copyright legislation of any country is designed essentially to protect the interest of its nationals, the persons (and this includes bodies corporate) who may enjoy the protection must show some close connection to that country such as citizenship, domicile or residence. But in addition, in view of the desirability of Jamaica's entry into treaty arrangements with other states as regards reciprocal copyright protection, provision should be made for the works of nationals of countries with whom such arrangements exist, to be accorded the same treatment as the works of Jamaican nationals. In the context of the harmonization of laws within Caricom States, consideration should also be given as to whether any special provisions should be made in respect of the works of nationals of those States.

THE RIGHTS TO BE GRANTED

Copyright legislation must protect both the economic rights and the moral rights which inhere in the author of the work – "author" being used here to signify not only the author of literary work but also the composer of musical work, the artist in relation to artistic work and the photographer in relation to a photograph.

ECONOMIC RIGHTS

These are essentially property rights and include the exclusive right to exploit the work in any manner: to reproduce it by means of records, films or otherwise, to sell, lease, lend or distribute copies thereof to the public, to exhibit or perform the work, the right of recitation, performance, the right of communicating the work by means of sound or visual records, the right of communication by broadcast and the right to adapt or translate the work.

MORAL RIGHTS

These consist of the author's right to decide on the disclosure of his work, to respect for his name, his authorship and his work, and even after the transfer of economic rights, the right to claim authorship of the work and to object to any distortion, mutilation or other modification of, or any action in relation to the work which would be prejudicial to his honour or reputation.

Moral rights, unlike economic rights, are perpetual and not transferable. Moral rights in works ought to be clearly and specifically protected in Jamaican copyright legislation. The UK 1911 law did not, and in its continued application to Jamaica does not, offer this protection. The protection of moral rights is now standard in modern copyright legislation worldwide.

NEIGHBOURING RIGHTS

A distinction is usually made between copyright and neighbouring rights. Copyright seeks to protect original literary,

Beverley Pereira, Attorney-at-Law, is Senior Parliamentary Counsel in the Office of the Parliamentary Counsel. She has been the Government Representative at international conferences and seminars on copyright and intellectual property

dramatic and artistic work of authors. Neighbouring rights are the cluster of rights which relate to the work of producers of phonograms or sound recordings such as records, audio-visual works, films and so on, to broadcasting organizations and to performers. So that, for example, if we take a song, assuming that the statutory prescriptions for protection are satisfied, copyright would exist in the written music and in the lyrics. If a record were produced of that song, the record, the plastic item, is not itself regarded as an original literary, dramatic or artistic work and would not qualify for **copyright** protection. However, the performer of the song who would have given his own interpretation to the music and the lyrics should get some protection from the unauthorized recording or filming of his performance and its unauthorized use, particularly for financial gain. The performer should be entitled by law to equitable remuneration in the case of public communication or broadcasts or records of his performance. It must be emphasized that any protection which domestic legislation accords is protection from unauthorized acts done locally only: protection from exploitation outside of the country is dependent on treaty arrangements between Jamaica and other countries.

The rights which may be statutorily given to the producers and performers as well as to broadcasting organizations are neighbouring rights, that is, rights neighbouring on copyright. So when local performers complain of the lack of copyright protection they are really referring to the lack of protection of neighbouring rights. And indeed, there is no such protection because the 1911 UK legislation which remains the operative law has no neighbouring rights provisions.

There is no doubt that legislation in this area is necessary. The level of unauthorized exploitation of performers' works is high, so too the piracy or unauthorized copying and sale of records and tapes which result in serious loss to record manufacturers. Increasingly, the modern trend is to have one piece of legislation dealing with Copyright and another dealing with neighbouring rights. Jamaica must determine which approach it will take. It is noted that the model legislation prepared by the Caricom Unit for Harmonization deals with both aspects in one law and that Trinidad and Tobago has followed this pattern in its copyright legislation.

OWNERSHIP OF COPYRIGHT

As a matter of general principle, the person who creates the protected work should be the owner of any copyright subsisting in that work. But this tends not to be the case in relation to commissioned work and works created by persons under a contract of employment. The traditional view in relation to commissioned work such as photographs and paintings, has been that unless there is an expressed contractual arrangement to the contrary copyright in the commissioned work belongs to the person who commissioned it. There is also the question of the ownership of copyright in a work which is created by an author in fulfillment of obligations under an employment contract with, for example, a newspaper, magazine, periodical or broadcasting organization. Again, traditionally, the approach was to provide in law a presumption in favour of the ownership of copyright by the employer, unless there is an express provision in the contract of employment conferring copyright on the employee. The view of the Unit for Harmonization of Legislation is that if there is to be a presumption of ownership in this situation then, "judged by today's ideas of social justice" the presumption should be in favour of the individual author and not in favour of the employers which tend to be large organizations. There is no real hardship, the argument runs, for an employer expressly to reserve copyright in contracts of employment[3]. Indeed, this is exactly what the Government of Jamaica has done in its employment arrangements. Staff Orders expressly reserve copyright to the Government in respect of works created, by officers in the performance of their official duties.[4]

There have been fresh approaches to the ownership question (see for example some of the recommendations of the Whitford Committee) in this regard which we in Jamaica should consider carefully in deciding what is most appropriate to our own situation. Of course, the question of copyright ownership is subject to a regime of exceptions which is referred to later.

COPYRIGHT FORMALITIES

Copyright formalities may take the form of deposit of the copyrighted works, registration or copyright notice. In as much as the existing copyright legislation in Jamaica does not require any of these formalities, the deposit of the work with any public institution or the giving of a copyright notice does not ensure protection. Neither is registration necessary in principle to copyright protection although its evidential value cannot be denied.

Should the Jamaican legislation provide for formalities to be observed? Deposit of works need not be linked to copyright as legal deposit legislation is based on different concepts relating to archival considerations and bibliographic control of published works. A registration requirement could be instituted but this should be optional only. In this event, copyright protection would not be **conditional** on registration but registration would be only *prima facie* evidence of copyright in the work. Another benefit would be that the Register would be kept in a Government institution and would therefore be a public record open to public inspection. If, however, registration were made compulsory, this would run counter to the international conventions on copyright – the Berne Convention[5] on Copyright (Art. 5 (2) and the UCC[6] Art. III. I) – which both provide that copyright protection given by a member state to works of nationals of other member states may not be subject to compulsory registration. It would therefore be unrealistic if Jamaica were to put any provision in its law which would preclude it from becoming a member of these Conventions.

In some countries the law requires that some kind of notice be affixed to all copies of a work to inform the public that a copyright is claimed in respect of that work. The letter 'C' in a circle, the name of the copyright holder and the year of the first publication of the work are the elements which constitute the internationally accepted copyright notice which is provided for in the UCC Convention. There are other forms of copyright notices, for example, "all rights reserved", "copyright" or "copr." plus name of author, printer, publisher and year of first publication. Should the Jamaican law provide for copyright notice? The point has to be settled.

DURATION OF COPYRIGHT PROTECTION

The term of copyright protection must be fixed by national law so that there is a specific period within which the economic rights of authors and in some cases his heirs, are protected. In many jurisdictions, particularly those of the Roman legal tradition, there is no time limit on moral rights. Generally, the modern trend in legislation as regards economic rights is to provide for the life of the author plus a period ranging from 25 years to 50 years. It has been suggested by the Whitford Committee that life plus 50 years (which seems to be the period so far favoured in the Caribbean – see Caricom model legislation and the Trinidad and Tobago Act) "may seem reasonable enough for a Shakespeare but perhaps a little excessive for the compiler of a list of registered bills of sale or deeds of arrangement extracted from official sources." The point being made by the Committee is that different categories of work should have different periods of protection rather than one period indiscriminately made to apply to all categories.

The choice of 50 years in the Caribbean seems to have been influenced by the fact that the Berne Convention requires life plus 50 years protection. The UCC specifies life plus 25 as a minimum. On the expiration of the term the work falls into public domain for all times and copyright is lost. However, there is provision in the law of some states for a system (described as **domaine public payant**) under which prescribed fees are required for the use of any work in the public domain. These fees, which are collected by a prescribed public agency, are usually used to provide cultural activities and in some cases, to provide financial assistance to needy authors or their families. Such legal provisions do not, however, appear to be a very common feature in copyright laws of the world.

SOME LIMITS TO COPYRIGHT PROTECTION

As is the case in all copyright regimes, the need of society for access to knowledge and information is recognized in copyright legislation by the imposition of limits to copyright protection. The Jamaican legislation must provide for these limits, in other words, for exceptions to infringement. Among the provisions to be made should be provisions relating to the concept of "fair use" or "fair dealing" in relation to the work. This would involve works that the public should be allowed to use freely under certain conditions for the purpose of mass communication, criticism and education. Thus, the exceptions would apply to private communication, instructional use, and use by libraries and archives. The exception in relation to libraries and archives is of great importance. Through photographic copying, known as reprography, libraries and archives have been able to produce copies of rare books, manuscripts and all kinds of documents at relatively low cost for conservation purposes but also in order to have copies of materials available to the public. However, so as not to severely prejudice the rights of authors, photographic copying should not be permitted on such a scale as to be a substitute for the purchase of the work thereby eroding the market for publishers. The conditions under which reprography would be permitted should be clearly stipulated in the legislation.

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Provision should also be made governing the transfer, assignment, and testamentary disposition of copyright, for the operation of licensing arrangements with regard to the use of copyrighted works and for the machinery by which disputes relating to those licensing arrangements are to be settled. Power should be conferred on the Minister to make regulatory provisions by means of subsidiary legislation.

MEASURES NECESSARY WITH REGARD TO INTERNATIONAL CONVENTIONS

In addition to the urgent necessity for adequate domestic legislation, it is of the utmost importance that Jamaica take the measures necessary for the securing of copyright protection internationally. The Government must take a decision regarding membership of either or both of the relevant Conventions the Berne Convention on Copyright administered by the World Intellectual Property Organization or the Universal Copyright Convention, administered by Unesco and take the steps necessary for membership. In this connection, we should ensure that the norms and principles embodied in our domestic law are consistent with prescriptions of these Conventions. ◉

REFERENCES

1. See Report of the Committee to Consider the Law on Copyright and Designs. Cmnd. 6732, London, H.M.S.O., 1977.
2. Report and Model Legislation on Copyright and Neighbouring Rights prepared by the Unit for Harmonization of Laws, Caribbean Community, 1978.
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1. See Report of the Committee to Consider the Law on Copyright and Designs. Cmnd. 6732, London, H.M.S.O., 1977.
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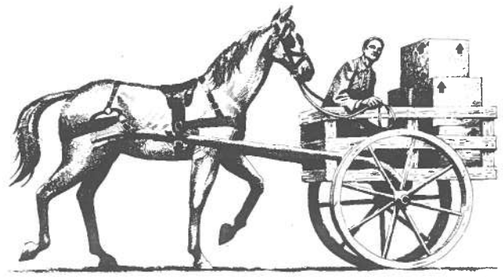

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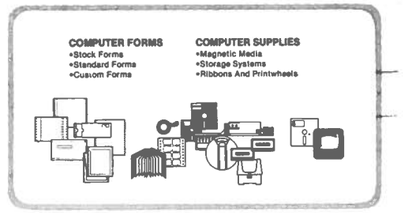

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FOUR LIBRARIANS HONOURED

A very happy occasion it was, characterized by high spirits, pealing laughter, smart dresses, warmth, camaraderie, and a feeling of genuine friendship.

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Here are the honoured members:–

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K.E. INGRAM

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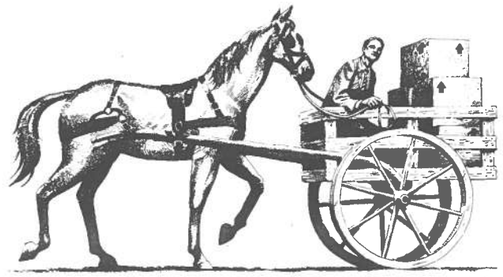
On her election as President of the Caribbean Association of Law Libraries (CARALL), 1986–. The JLA recalls her commitment and service on the Executive as Treasurer (1972–77) and Chairman of the Special Libraries and Information Section (1984).

Congratulations to the organizing committee headed by Miss Clover Chung for arranging such a successful function at such short notice. This occasion will long be cherished by all who attended. A perfect pre-Christmas event.



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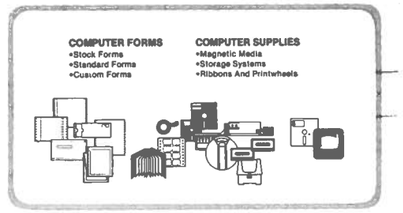

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CONFERENCES... SEMINARS ...

IASL 14TH CONFERENCE

by Amy Robertson

Opening Session of the IASL Conference July 1985, Kingston, Jamaica. In front row left to right – Mr. Cecil Turner, Permanent Secretary, Ministry of Education, the Governor-General, His Excellency the Hon. Florizel Glasspole, Mrs. Sybil Iton (at mike), the Hon. Mike Henry, Minister of State in the Office of the Prime Minister, Mr. Michael Cooke, IASL President and Mr. Nelson Rodriquez, IASL Board Member.

FROM the reports received, the 14th IASL Conference held at the Conference Centre, Kingston, from July 28–August 2, 1985, seemed to have been an unqualified success!

Earlier planning by the Jamaica Library Association Schools Section had identified the holding of a workshop to which Caribbean school librarians would be invited, as a worthy project to mark its tenth anniversary. The Association supported this project and asked the Unesco PGI Committee to request funds on its behalf. Unesco responded with funding which enabled 11 of 13 invited Caribbean delegates to attend.

This was the background to the invitation to IASL to hold its 15th Annual Conference here.

IASL responded enthusiastically and adopted the theme put forward: " Libraries and information: towards a policy for schools". Two of the reasons for acceptance were the attachment to Jamaica where the Association had its formal beginnings at the WCOTP Conference in 1971, and the fact that since its meeting in Venezuela in 1980, IASL had not been back in the region.

The Caribbean focus was to be preserved in a series of workshop sessions, with the sub-theme "Policy issues and problems in school librarianship in the Caribbean", which would be integrated into the Conference structure. From the workshop findings, it was proposed that a publication – Guidelines for policies for school library development in the Caribbean – would be prepared for submission to Unesco.

The Planning Committee of 19 representing all sectors of the library profession and the two Teacher Associations, met monthly for almost two years. Dr. Jean Lowrie, Executive Secretary of the Association met with us for a few days during planning. Seven sub-committees – Finance, Programme, Exhibition, Entertainment, Public Relations, Transport, Accommodation and Registration, worked assiduously to achieve the high standard of excellence the Association has set for itself both in local and international matters.

Co-operation, the hallmark of the Association, and the interest and support of some 40 individuals, organizations, films, institutions, and the media helped turn around a worrying financial situation aggravated by protracted postal strikes into an intellectual, social, and financial success.

Registered were 49 international participants from Denmark, Canada, Iceland, Japan, Nigeria, Norway, the United Kingdom, the United States of America, and West Germany, and Caribbean and Latin American participants from 15 countries in the region viz.: Barbados, Belize, British Virgin Islands, Dominica, Grenada, Guyana, Haiti, Montserrat, the Netherland Antilles (Aruba and Curacao), St. Kitts/Nevis, St. Lucia, St. Vincent, Turks and Caicos Islands, and Venezuela. Jamaican participants, full and part-time, totalled 113.

The high level of discourse characteristic of IASL Conferences was eagerly shared by local participants.

Delegates were also given the opportunity to visit different types of school libraries ranging from preparatory through primary and secondary to high schools. They appeared to enjoy the range of social programmes prepared on their behalf. These included a scintillating reception by His Excellency Sir Florizel Glasspole, Governor General of Jamaica and Her Excellency Lady Glasspole, who had, from the beginning, shown great interest in the Conference, a cultural presentation by the National Dance Theatre Company of Jamaica at the Little Theatre, home hospitality and city tours. A post conference study-tour led by Mrs. Jean Tyson, took some 25 delegates on a five day tour of the island.

The gracious surroundings of the Conference Centre set the tone for the first reception planned jointly with the opening of the exhibition "Resources for Libraries". Guest Speaker the Hon. Hector Wynter, O.J., Deputy Chairman, Jamaica National Commission for Unesco, shared his concerns and aspirations for libraries and publishers in the region. He had a special word for delegates who were meeting at the time of the 23rd Independence celebrations.

Commenting editorially on Saturday, August 31, the **Daily Gleaner** described the exhibition as a "centrepiece of the Conference which was an exciting exhibition of literature and books in the Caribbean". It was mounted by the Jamaica Library Service and by publishers and suppliers of books in Jamaica and the Caribbean, including the Gleaner Co. Ltd., Longman Jamaica Ltd., Heinemann, Ellison Education Equipment of California, The Caribbean Education Co. Ltd., JAMAL FOUNDATION, The Heart Trust, Sangster's Book Stores and the JLA itself. The **Gleaner** in further praising the exhibition expressed the viewpoint that the work of the Caribbean writers had been expressed in such a way that "many must have left surprised at the depth and extent of literature produced by writers living in the English-speaking Caribbean". The Jamaica Library Service co-ordinated the exhibition.

The IASL Board with representatives from the UK, USA, Canada, Denmark, Venezuela and Japan met at the University of the West Indies for three days prior to the Conference. They were later entertained to lunch by the Minister of Education, Dr. the Hon. Mavis Gilmour and senior officers of that Ministry, at Devon House.

Some of the positive outcomes anticipated from the Conference are:–

1) a greater awareness on the part of Caribbean school libraries of common problems and possible solutions;

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3) new Caribbean membership for IASL;

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Conference Proceedings are available free to full-time participants of the Conference. Sale copies are also available. ◉

Amy Robertson is Librarian/Documentalist, School of Education, University of the West Indies, Mona

CARSTIN TRAINING COURSE ON MICROCOMPUTER APPLICATIONS IN LIBRARY AND INFORMATION MANAGEMENT

by Hyacinth Brown

Mr. Roderick Heaven, President of the Jamaica Computer Society addressing the opening ceremony of the CARSTIN Training Course on Microcomputer Applications in Library and Information Management held at the Inter-Faculty Lecture Theatre, U.W.I., Mona, April 7 – 11, 1986.

THE Caribbean Scientific and Technical Information Network, (CARSTIN) benefitted from a microcomputer course organized by the Department of Library Studies, University of the West Indies, and sponsored by Unesco. It was held on the Mona Campus, University of the West Indies, April 7–11, 1986.

The course was officially opened on Monday, April 7. The guest speaker was Mr. Roderick Heaven, President of the Computer Society who focussed on the information, computer and communications technology alliance. An interesting point made by the guest speaker was his prediction of "remote data entry in Jamaica" being a possibility in the near future.

The course director was Mr. Neelameghan, Chief, Instruction and Networks, Unesco; PGI/Regional Advisor for Asia and the Pacific. He was assisted by Professor Daphne Douglas, Head, Department of Library Studies, UWI.

The objectives of the course were:–

1. to give an understanding of the steps involved in the design, development and use of local data bases and information storage and retrieval systems including integrated systems; and

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Lectures, discussions, demonstrations and "hands on" practice, were the techniques used in conducting what was regarded by all participants as a successful course. There was one video session on **The Mighty Micro** and this was very informative though a bit long.

The lecture topics were:–

1. Information technology – Its impact on information handling and information management
2. Microcomputer: Hardware and Software
3. Using the microcomputer and operating system – practical hints
4. Bibliographic norms and standards
5. Designing an information storage and retrieval system using CDS/ISIS
6. Integrated Information Systems
7. Evaluating microcomputer hardware and software for library and bibliographic work.

These used up approximately 50% (17 hours out of 35) of the course time, and were of varying value to the participants. Most found lectures four and five very useful. Lecture four, Bibliographic norms and standards, delivered by Professor Douglas, dealt succinctly with the various problems and highlighted aspects of which some librarians were unaware. Lecture five, delivered by Mr. Neelameghan, was of particular interest as it dealt specifically with the definition of fields for the mini-micro CDS/ISIS data base, indexing techniques and the search techniques of the system.

The video, **The Mighty Micro**, lasted for about 2½ hours. Unfortunately, the viewing was interrupted by a power cut and so had to be in two sessions on two separate days – half hour on Monday and two hours on Wednesday. This video dealt with the historic development of computer technology and its impact on all aspects of different societies especially those of developed countries. Of particular interest was the chip book – a book made up of chips.

"Hands on" practice took up about 30% of the time. There was practice in setting up the data base from the field definition table previously worked out by the group; screen worksheet design; print format coding; data base searching and modification of tables, formats and records.

The main complaint was that the course was too short. More time was needed for familiarization with the software. However, it is felt that all participants have learnt enough to enable them to help themselves in setting up their own data bases at their respective libraries using mini-micro CDS/ISIS.

There were 24 participants drawn from eleven countries: Jamaica (11), Trinidad (1), Guyana (1), Barbados (3), St. Lucia (2), Grenada (1), British Virgin Islands (1), St. Kitts (1), Montserrat (1), Dominica (1) and Suriname (1). All were library trained except two, one from Suriname and one from Barbados. Group work, therefore, went smoothly and most participants took advantage of the opportunity provided by such a forum to exchange ideas and catch up on library related developments in the various territories.

There were in a sense two closing functions, one "official" the other "informal". The official closing function had Dr. Ray Davis, Staff Engineering Manager, Jamaica Telephone Company as the guest speaker. He spoke on the value of information in its widest sense. The other function was a buffet dinner at the Four Seasons Hotel at 7.00 p.m. on Friday. This was a pleasant, cheerful affair which ended with the Jamaicans reluctantly saying goodbye to the overseas participants and course director.

◉

ACURIL XVII

by

Albertina Jefferson

THE GRAPETREE Bay Hotel situated at the eastern end of St. Croix, U.S. Virgin Islands was the venue for the 17th Annual Conference of the Association of Caribbean University, Research and Institutional Libraries (ACURIL) which was held from May 4–10, 1986. This is the second occasion that an ACURIL conference was held in the U.S. Virgin Islands, the first time being ACURIL VI (1974) when St. Thomas was the venue.

The central theme of ACURIL XVII was "Continuing Education of Librarians in the Caribbean", a theme which reflects a major concern of library personnel, and which challenged participants to exchange ideas and attempt to create solutions for improving their continuing education in a region characterized by language barriers, distance and limited financial resources.

The theme was developed through the presentation of papers, panel discussions and a workshop which sought to demonstrate varying techniques of teaching and learning that could be used in continuing education programmes.

The objective of each technique used in the workshop provided participants with hard data about topics which were very relevant to them. For example, the Socratic Seminar was the technique used to identify, describe and assess training programmes available during the past ten years; small group discussion was the method used to identify the reasons why existing programmes do not meet local and regional needs; general discussion in plenary session was the technique used to determine, from the results of earlier sessions, where priorities must be placed for the next ten years for training and education of library personnel, and to suggest ways in which ACURIL should record, disseminate and build on the results of the present workshop and those of the past ten years. One technique which found great favour with participants, no doubt because of its moot case, was a combination of two techniques – formal debate and role playing – used to polarize opinions and clarify issues concerning theory and practice. The proposition was that librarians are best trained by working on the job, and not in formal education programmes. Participants rose to the occasion and showed considerable acting talent in imitating views on education and training frequently expressed by library personnel (especially by those who had not gone through a formal training or education programme).

Panellists discussed continuing education in library schools in the Caribbean, the role of national, regional and specialized associations in continuing education for its members, and the role of institutions – archives, university, national, special and public libraries – in continuing education. Distance learning as a means of continuing education was also looked at.

The conference attracted some 200 participants representing 29 countries, not only from the Caribbean area, but also from Canada, France and the Netherlands and parts of the United States of America not bathed by the Caribbean Sea. The number of participating English-speaking Caribbean territories was particularly heartening:

Antigua	2	Jamaica	6
Bahamas	1	St. Kitts-Nevis	1
Barbados	7	St. Lucia	1
Dominica	1	St. Vincent	1
Grenada	1	Br. Virgin Islands	2
Guyana	3	Trinidad & Tobago	9
Other territories represented were:			
Aruba	3	Haiti	3
Canada	3	Martinique	12
Columbia	1	Netherlands	2
Curacao	2	Puerto Rico	13
Dominican Republic	3	St. Maarten	2
France	6	United States	14
Guadeloupe	9	Venezuela	3
		Guyane	3

The overwhelming French-speaking participation, some 33 participants, was no doubt due to the fact that the conference was the culmination of the Presidential Year of Mme Marie-Francoise Bernabe, Director of the Bibliotheque Universitaire Antilles-Guyane in Martinique.

The United States Virgin Islands were responsible for some 90 conference attendants.

Participants were treated to a Cultural Night at Fort Frederiksted, hosted by the St. Croix Library Association, a Pirates' Night hosted by the College of the Virgin Islands and Cruzan home hospitality, as well as a choice of recreational and educational tours.

At the Closing Banquet Ms. Alice Von Romondt, Director of the Aruba National Library, was installed as the new President, and Albertina Jefferson was named Vice-President.

ACURIL XVIII will be a joint conference with SALALM (Seminar on the Acquisition of Latin American Library Materials) and will be held at the Miami Hyatt Regency from 10–16 May, 1987.

◉

Albertina Jefferson is Campus Librarian, University of the West Indies, Mona

1986 ALA CONFERENCE

by

Margarette Pearce

SALUTING the Past – Charting the Future". This was the theme of the 105th American Library Association Annual Conference held in New York City, June 28th–July 3rd 1986. More than 16,000 participants had an opportunity to view the near 700 exhibits in the large exhibition hall of the Jacob Javitts Convention Centre, and had a choice of some 2,400 meetings, and a number of social events to attend. So, equipped with walking shoes, programme, and shuttle-bus time-table, one could achieve a blend of the professional, the social and commercial aspects of the Convention.

The spacious Jacob Javitts Convention Centre with its towering glass walls was the location for the opening session on Saturday afternoon. The keynote address by Mr. Anthony Burgess, author of the well-known novel, **Clockwork Orange**, was on the subject of censorship. He was critical of individuals and public or private sector organizations who sought to suppress intellectual freedom by banning books because of their moral or political content, and called on all to fight "the oppression of censorship".

The report of the United States Attorney General's Commission on Pornography was the catalyst for the discourses on a similar topic by the Intellectual Freedom Round Table. Of the speakers, writers Marcia Pally and Judy Blume, were in the same camp as Burgess, defending intellectual freedom, while Alan Sears and Evelina Kane took the opposite view. Sears, the Executive Director of the Commission of Enquiry on Pornography, reminded his audience that there were those who were harmed in the making of pornographic material and added that the Commission was agreed that pornography was created and controlled by organized crime.

On Sunday afternoon the meeting on bibliographic instruction sponsored by the Association of College and Research Libraries was for many third world guests, certainly those from this region, indeed "Charting the Future". The session focused on computer-assisted instruction, which allows the library user to learn at his own pace, and participants had an opportunity to discuss in small groups the state of the art in their organizations.

From Saturday 28th to Monday 30th, there was a series of six Poster Sessions where librarians displayed short papers on original research topics and were present to discuss their findings. I attended Session No. 5 which dealt with collection development and serials, and found three submissions of particular interest.

Citation analysis is often quoted in the literature as a method of anticipating readers demand for periodicals, and for collection development. However, Claudia Baldwin, in her survey "Citation ranks and on-line data bases as a criteria for periodical selection", found that in her library, indexing on a data base was the more important factor. Jan Derthick of University of New Mexico, dealt with "Serial agents selection among academic members of ARL". She found that a few large agencies control most of the business, and predicted that if present trends continue, the number of agencies will steadily decline. Some, she claims, fear that fewer competitors could lead to a reduction in the range of services offered and eventually also lead to increases in service charges. The complete survey and findings was due to be published in **Advances in Serials Management**, Vol. 1, edited by Marcia Tuttle and Jean Cook, Greenwich CT, JAI Press Inc., due Fall, 1986. Carole Verner and Abigail Loomis' presentation on microform conversion decision was based on the theses that, as well as the traditional consideration, journal mutiliation statistics is also a useful factor on which to base decisions to convert to microform.

The large exhibition hall filled with colourful displays and hopeful promoters was for many, the main attraction of the Conference. The exhibits which seemed to reflect every category of service or product relevant to libraries was indeed a learning centre for those wishing to update or acquaint themselves with the latest in library technology and services. Publishers were also well represented, and many were generous in their offering of posters, bags and other eye-catching publicity material. Publisher Langenscheidt's electronic dictionaries, the Translator-8000, was a novelty, being pocket calculators which, as well as calculating figures, offer word-by-word translations from English to a choice of Spanish, French and German.

It is easy to have a feeling of anonymity at a Conference of this magnitude, but the smaller social gatherings such as the reception for international librarians, was an opportunity to overcome this. During the evening, I encountered some who had earlier connections with UWI and others who claimed past or present connections with Jamaica. It was indeed a pleasant evening.

The ALA Conference brought into focus, the fact that the technological era now pervades every aspect of our professional life. We need therefore, to constantly test and update or discard old theories and assumptions, and write new chapters in honour of this era.

◉

Margarette Pearce is Librarian, Periodicals Section, University of the West Indies, Mona

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5. Designing an information storage and retrieval system using CDS/ISIS
6. Integrated Information Systems
7. Evaluating microcomputer hardware and software for library and bibliographic work.

These used up approximately 50% (17 hours out of 35) of the course time, and were of varying value to the participants. Most found lectures four and five very useful. Lecture four, Bibliographic norms and standards, delivered by Professor Douglas, dealt succinctly with the various problems and highlighted aspects of which some librarians were unaware. Lecture five, delivered by Mr. Neelameghan, was of particular interest as it dealt specifically with the definition of fields for the mini-micro CDS/ISIS data base, indexing techniques and the search techniques of the system.

The video, **The Mighty Micro**, lasted for about 2½ hours. Unfortunately, the viewing was interrupted by a power cut and so had to be in two sessions on two separate days – half hour on Monday and two hours on Wednesday. This video dealt with the historic development of computer technology and its impact on all aspects of different societies especially those of developed countries. Of particular interest was the chip book – a book made up of chips.

"Hands on" practice took up about 30% of the time. There was practice in setting up the data base from the field definition table previously worked out by the group; screen worksheet design; print format coding; data base searching and modification of tables, formats and records.

The main complaint was that the course was too short. More time was needed for familiarization with the software. However, it is felt that all participants have learnt enough to enable them to help themselves in setting up their own data bases at their respective libraries using mini-micro CDS/ISIS.

There were 24 participants drawn from eleven countries: Jamaica (11), Trinidad (1), Guyana (1), Barbados (3), St. Lucia (2), Grenada (1), British Virgin Islands (1), St. Kitts (1), Montserrat (1), Dominica (1) and Suriname (1). All were library trained except two, one from Suriname and one from Barbados. Group work, therefore, went smoothly and most participants took advantage of the opportunity provided by such a forum to exchange ideas and catch up on library related developments in the various territories.

There were in a sense two closing functions, one "official" the other "informal". The official closing function had Dr. Ray Davis, Staff Engineering Manager, Jamaica Telephone Company as the guest speaker. He spoke on the value of information in its widest sense. The other function was a buffet dinner at the Four Seasons Hotel at 7.00 p.m. on Friday. This was a pleasant, cheerful affair which ended with the Jamaicans reluctantly saying goodbye to the overseas participants and course director.

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ACURIL XVII

by

Albertina Jefferson

THE GRAPETREE Bay Hotel situated at the eastern end of St. Croix, U.S. Virgin Islands was the venue for the 17th Annual Conference of the Association of Caribbean University, Research and Institutional Libraries (ACURIL) which was held from May 4–10, 1986. This is the second occasion that an ACURIL conference was held in the U.S. Virgin Islands, the first time being ACURIL VI (1974) when St. Thomas was the venue.

The central theme of ACURIL XVII was "Continuing Education of Librarians in the Caribbean", a theme which reflects a major concern of library personnel, and which challenged participants to exchange ideas and attempt to create solutions for improving their continuing education in a region characterized by language barriers, distance and limited financial resources.

The theme was developed through the presentation of papers, panel discussions and a workshop which sought to demonstrate varying techniques of teaching and learning that could be used in continuing education programmes.

The objective of each technique used in the workshop provided participants with hard data about topics which were very relevant to them. For example, the Socratic Seminar was the technique used to identify, describe and assess training programmes available during the past ten years; small group discussion was the method used to identify the reasons why existing programmes do not meet local and regional needs; general discussion in plenary session was the technique used to determine, from the results of earlier sessions, where priorities must be placed for the next ten years for training and education of library personnel, and to suggest ways in which ACURIL should record, disseminate and build on the results of the present workshop and those of the past ten years. One technique which found great favour with participants, no doubt because of its moot case, was a combination of two techniques – formal debate and role playing – used to polarize opinions and clarify issues concerning theory and practice. The proposition was that librarians are best trained by working on the job, and not in formal education programmes. Participants rose to the occasion and showed considerable acting talent in imitating views on education and training frequently expressed by library personnel (especially by those who had not gone through a formal training or education programme).

Panellists discussed continuing education in library schools in the Caribbean, the role of national, regional and specialized associations in continuing education for its members, and the role of institutions – archives, university, national, special and public libraries – in continuing education. Distance learning as a means of continuing education was also looked at.

The conference attracted some 200 participants representing 29 countries, not only from the Caribbean area, but also from Canada, France and the Netherlands and parts of the United States of America not bathed by the Caribbean Sea. The number of participating English-speaking Caribbean territories was particularly heartening:

Antigua	2	Jamaica	6
Bahamas	1	St. Kitts-Nevis	1
Barbados	7	St. Lucia	1
Dominica	1	St. Vincent	1
Grenada	1	Br. Virgin Islands	2
Guyana	3	Trinidad & Tobago	9
Other territories represented were:			
Aruba	3	Haiti	3
Canada	3	Martinique	12
Columbia	1	Netherlands	2
Curacao	2	Puerto Rico	13
Dominican Republic	3	St. Maarten	2
France	6	United States	14
Guadeloupe	9	Venezuela	3
		Guyane	3

The overwhelming French-speaking participation, some 33 participants, was no doubt due to the fact that the conference was the culmination of the Presidential Year of Mme Marie-Francoise Bernabe, Director of the Bibliotheque Universitaire Antilles-Guyane in Martinique.

The United States Virgin Islands were responsible for some 90 conference attendants.

Participants were treated to a Cultural Night at Fort Frederiksted, hosted by the St. Croix Library Association, a Pirates' Night hosted by the College of the Virgin Islands and Cruzan home hospitality, as well as a choice of recreational and educational tours.

At the Closing Banquet Ms. Alice Von Romondt, Director of the Aruba National Library, was installed as the new President, and Albertina Jefferson was named Vice-President.

ACURIL XVIII will be a joint conference with SALALM (Seminar on the Acquisition of Latin American Library Materials) and will be held at the Miami Hyatt Regency from 10–16 May, 1987.

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Albertina Jefferson is Campus Librarian, University of the West Indies, Mona

1986 ALA CONFERENCE

by

Margarette Pearce

SALUTING the Past – Charting the Future". This was the theme of the 105th American Library Association Annual Conference held in New York City, June 28th–July 3rd 1986. More than 16,000 participants had an opportunity to view the near 700 exhibits in the large exhibition hall of the Jacob Javitts Convention Centre, and had a choice of some 2,400 meetings, and a number of social events to attend. So, equipped with walking shoes, programme, and shuttle-bus time-table, one could achieve a blend of the professional, the social and commercial aspects of the Convention.

The spacious Jacob Javitts Convention Centre with its towering glass walls was the location for the opening session on Saturday afternoon. The keynote address by Mr. Anthony Burgess, author of the well-known novel, **Clockwork Orange**, was on the subject of censorship. He was critical of individuals and public or private sector organizations who sought to suppress intellectual freedom by banning books because of their moral or political content, and called on all to fight "the oppression of censorship".

The report of the United States Attorney General's Commission on Pornography was the catalyst for the discourses on a similar topic by the Intellectual Freedom Round Table. Of the speakers, writers Marcia Pally and Judy Blume, were in the same camp as Burgess, defending intellectual freedom, while Alan Sears and Evelina Kane took the opposite view. Sears, the Executive Director of the Commission of Enquiry on Pornography, reminded his audience that there were those who were harmed in the making of pornographic material and added that the Commission was agreed that pornography was created and controlled by organized crime.

On Sunday afternoon the meeting on bibliographic instruction sponsored by the Association of College and Research Libraries was for many third world guests, certainly those from this region, indeed "Charting the Future". The session focused on computer-assisted instruction, which allows the library user to learn at his own pace, and participants had an opportunity to discuss in small groups the state of the art in their organizations.

From Saturday 28th to Monday 30th, there was a series of six Poster Sessions where librarians displayed short papers on original research topics and were present to discuss their findings. I attended Session No. 5 which dealt with collection development and serials, and found three submissions of particular interest.

Citation analysis is often quoted in the literature as a method of anticipating readers demand for periodicals, and for collection development. However, Claudia Baldwin, in her survey "Citation ranks and on-line data bases as a criteria for periodical selection", found that in her library, indexing on a data base was the more important factor. Jan Derthick of University of New Mexico, dealt with "Serial agents selection among academic members of ARL". She found that a few large agencies control most of the business, and predicted that if present trends continue, the number of agencies will steadily decline. Some, she claims, fear that fewer competitors could lead to a reduction in the range of services offered and eventually also lead to increases in service charges. The complete survey and findings was due to be published in **Advances in Serials Management**, Vol. 1, edited by Marcia Tuttle and Jean Cook, Greenwich CT, JAI Press Inc., due Fall, 1986. Carole Verner and Abigail Loomis' presentation on microform conversion decision was based on the theses that, as well as the traditional consideration, journal mutiliation statistics is also a useful factor on which to base decisions to convert to microform.

The large exhibition hall filled with colourful displays and hopeful promoters was for many, the main attraction of the Conference. The exhibits which seemed to reflect every category of service or product relevant to libraries was indeed a learning centre for those wishing to update or acquaint themselves with the latest in library technology and services. Publishers were also well represented, and many were generous in their offering of posters, bags and other eye-catching publicity material. Publisher Langenscheidt's electronic dictionaries, the Translator-8000, was a novelty, being pocket calculators which, as well as calculating figures, offer word-by-word translations from English to a choice of Spanish, French and German.

It is easy to have a feeling of anonymity at a Conference of this magnitude, but the smaller social gatherings such as the reception for international librarians, was an opportunity to overcome this. During the evening, I encountered some who had earlier connections with UWI and others who claimed past or present connections with Jamaica. It was indeed a pleasant evening.

The ALA Conference brought into focus, the fact that the technological era now pervades every aspect of our professional life. We need therefore, to constantly test and update or discard old theories and assumptions, and write new chapters in honour of this era.

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Margarette Pearce is Librarian, Periodicals Section, University of the West Indies, Mona

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The choice of a work by Diane Browne is fitting for this first occasion since she has written extensively for children and won many awards for her works.

The book is suitable for the five to eight age group.

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Energy and Our World was written in response to a need first identified by Dr. Sangster himself, that of the importance of education as a means to make an impact on the energy problems of Jamaica, and the Caribbean in general. Dr. Sangster has long held that energy education must become an integral part of the curriculum, particularly for technical disciplines. At CAST, he has been responsible for the establishment of the CAST Energy Centre, which provides energy equipment laboratories and organizes special energy projects that technical students carry out in their final year. **Energy and Our World** is designed to serve as a textbook for energy courses to be introduced into the curriculum at regional technical colleges. Sponsorship for the preparation of the book was provided by the CARICOM Secretariat, under the Alternative Energy Systems Project, funded by USAID.

The book represents a veritable compendium of knowledge related to energy. As such, it spans the realm from simple machines such as levers and inclined planes to nuclear reactors and alternative energy sources. Much of what the reader finds in this text is probably not included in any other book commonly found on the subject of "energy". This results from Dr. Sangster's decision to base the book upon the first principles of physics, resulting in an all-encompassing perspective.

The text of **Energy and Our World** starts with a brief overview and historical perspective on man's use of energy. Following are seven chapters which are essentially reviews of the salient topics of physics, chemistry, mechanics, and electricity. After this point, the text begins to take a form more familiar to energy readers. A chapter on nuclear energy is followed by the all-important discussion of energy engineering units and measurement, after which an exhaustive 10 chapters describe the various forms of alternative energy sources, including solar energy, wind, biomass, hydropower, geothermal, and ocean potentials. The text concludes with a set of four chapters which discuss energy production and consumption, energy conservation, environmental pollution from energy systems, and the future of energy, wherein the costs of the various energy technologies are examined.

Any text which attempts to treat the subject with such an overwhelming scope can easily fall into the trap of saying too little about too many things, resulting in a book with a lack of any truly useful information. Dr. Sangster's extensive use of tables and figures allows a great deal of hard data to be presented, thereby cleverly avoiding this trap. As the "one energy book to have" in a library, **Energy and World** is as good as any. The facts are there, with enough illustrations and diagrams to maintain the reader's interest.

The focus of the book's treatment of the subject of energy is however open to question in that the depth of detail on alternative energy technologies contrasts sharply with the limited treatment conventional energy supply and demand systems receive. It is now clear that the dominant sources of energy for the remainder of this century and well beyond will be fossil fuels, with alternative energy making very little impact. This is mainly due to economic considerations based on the high cost of such technologies and lower world oil prices, and will especially hold true in capital-starved developing countries. In covering every sort of energy source from bioluminescence to the neutron bomb, surely petroleum merits more than then two to three pages it receives in a chapter on chemical energy. Today's other major energy sources, coal and natural gas, are barely mentioned, in contrast to a chapter devoted to oil shale, tar sands and peat. The lack of detail in the discussion of the many methods of generation of electric power from fossil fuels, while including sections about X-rays, microwave ovens and lasers in the electricity chapter, also follows this pattern.

Energy and Our World addresses a basic need to explore the interesting myriad of alternative energy supply technologies and physical phenomena. Certainly these topics are stimulating to the imagination, but what the Caribbean truly needs today is to know better the energy producing and consuming systems which we already have and must now manage much more wisely. A text with a practical emphasis is urgently needed – if funded by CARICOM, then with a Caribbean perspective. We generate most of our electric power and obtain transportation and process heat from petroleum-based fuels. We have few energy-intensive industries; mainly bauxite/alumina, petroleum refining, and sugar, plus a couple of steel mills and cement plants. We use a great deal of electrical energy for air conditioning and lighting in our commercial buildings, including hotels, and for pumping in our water supply systems. Detailed technical descriptions of the region's physical energy systems, estimates of their existing efficiencies, and the potential opportunities for energy efficiency improvement in each of these subjects could serve as full chapters in a text which could immediately benefit the society by telling us what it is we now have, how efficiently it is being operated, and what we can do to improve it.

Energy and Our World is an excellent general introduction, responding well to the goals of the CARICOM programme which funded it. The content of the text and the realities of energy in the region today suggest the need for a sequel which expands the book's treatment of conventional energy supply and demand systems in the Caribbean to a far greater level of detail.

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Halliwell's work is an ambitious project which lists over 400 different post-school educational and training institutions and indexes 237 different subjects of study. Using local examples, the author devotes a full chapter (chap. 1) to further education and training from a largely personal and British standpoint. Terms are defined including "further education" used here as a catch-all. Tertiary and higher education are not used. Midcareer changes, multi-career lives and education for self-employment are among some of the concerns discussed.

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With Our Own Hands does not review all IDRC supported projects. It reports the studies of ten of them which deal with the "fundamentals of existence" and "address the physiological and survival needs of people – the lowest rung of Maslow's hierarchy".

With this focus, you might wonder how Jamaica's Na-

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With Our Own Hands does not review all IDRC supported projects. It reports the studies of ten of them which deal with the "fundamentals of existence" and "address the physiological and survival needs of people – the lowest rung of Maslow's hierarchy".

With this focus, you might wonder how Jamaica's Na-

tional Information System fits in. However, effective information transfer as part of communication is regarded by some as a basic requirement for development. In this respect Jamaica up to the mid-seventies was underdeveloped. Our own **Plan for a National Documentation, Information and Library System for Jamaica** (NACOLADS, 1977) reflected this.

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The main thrust of this study is to highlight the major components of the National Information Plan, their implementation and degrees of success, supporting these with "testimonies" from people involved whether as librarian, administrator or user.

The chapter concludes: "The response of agencies such as IDRC within the context of their own general programme support, has been instrumental in the evolution of a greatly expanded and improved network with a plethora of new services." This is, of course, with reference to our own information system, and those of us who have been directly involved know this to be so.

The main title: **With Our Own Hands**. . . reflects what must be IDRC's philosophy of development which is also summarized in this sentence taken from chapter two:

> "Perhaps the most important thread running through this book is that the people of all nations have the right to determine their own development path."

Try to read the chapter on Jamaica if not the entire book: it is well worth reading. ◉

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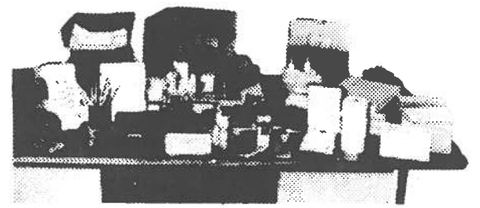

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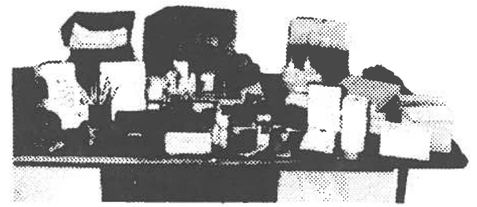

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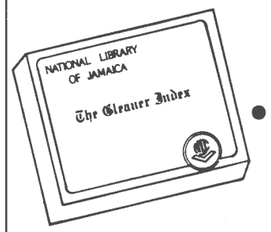

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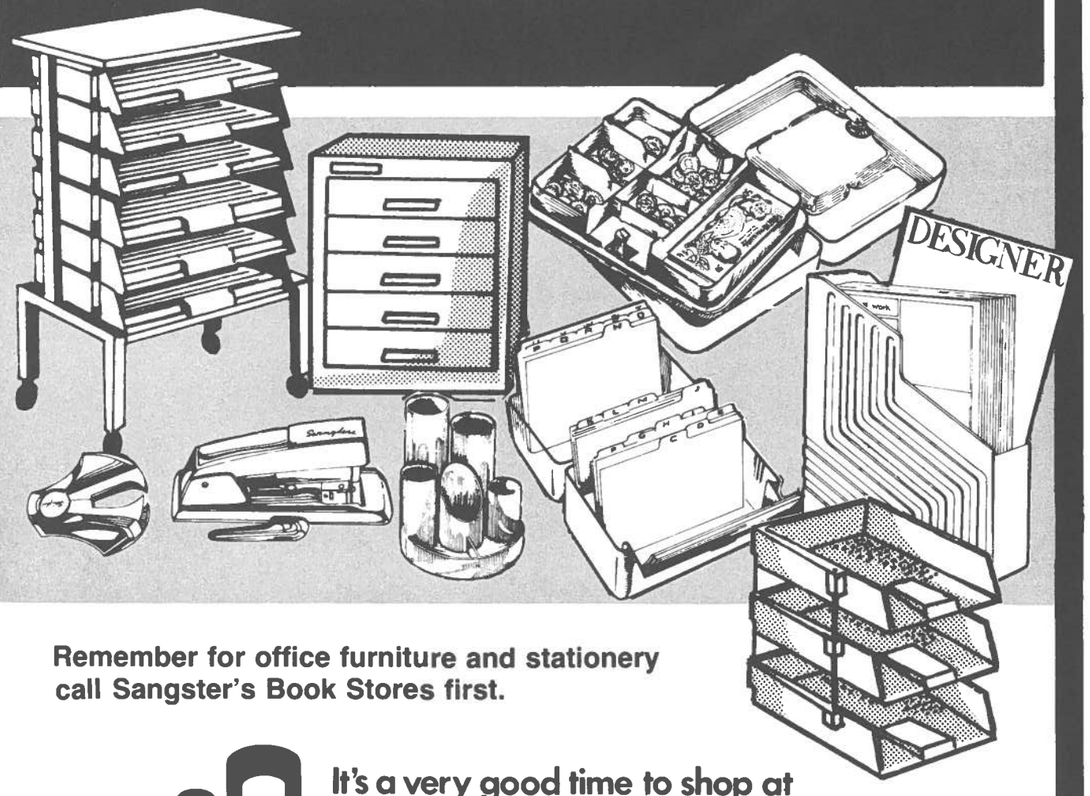

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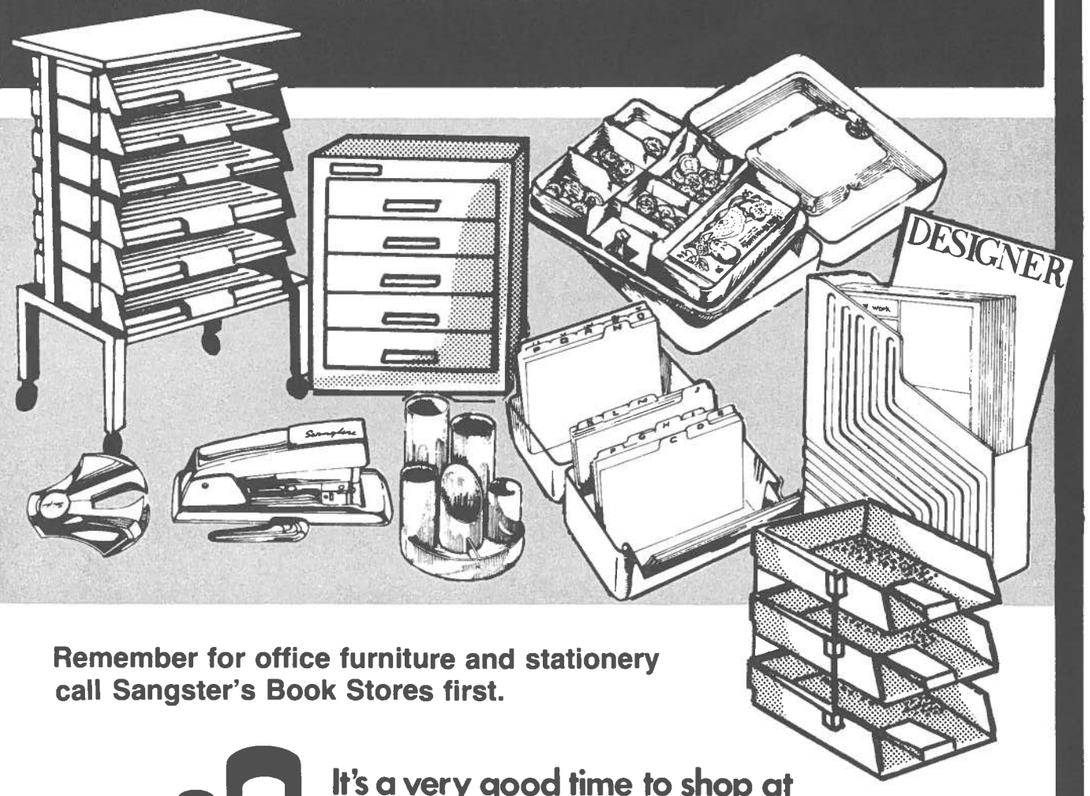

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