
UNIT 14 LIBRARIANSHIP AS A PROFESSION AND PROFESSIONAL ETHICS

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14.1 OBJECTIVES

Professional ethics is a topic of considerable importance to determine, set and maintain acceptable standards in professional performance. This Unit explains the meaning and contents of professional ethics for librarians and information scientists.

After studying this unit, you should be able to:

- get an understanding of ethical values;
- appreciate ethical values which enhance quality in professional performance to ensure societal recognition and appreciation;
- realise the responsibility of being a library/information professional and perform work according to prescribed ethical standards; and
- attempt to establish ethical standards in professional performance.

14.2 INTRODUCTION

This unit introduces the concepts of ethics, profession, professionals, professionalism, ethical codes and such other ideas. Professional performances should conform to ethical principles to give customers full satisfaction for services rendered by professionals: Librarianship/Information service fulfills prescribed characteristics in order to quality as a profession.

The general meaning of ethics is that it is a set of moral principles. These may be rules of conduct recognised with respect to a particular class of human actions or a particular group, culture, etc. Professional associations have been keen to develop ethical values, as to set ethical codes to be followed by professionals. The age-old professions like medicine, education, law, religion and others, have been constantly reviewing the need for ethical codes for their professionals to set minimum standards of performance. The implementation of ethical codes in professional practice is, however, a self-imposed issue mainly because it is not possible for others to enforce these codes on professional practitioners.



Another issue that confronts most professions today, is that they are under tremendous pressures due to the application of various kinds of technological advances in professional techniques and practices and consequent societal changes. These advances and changes destabilize established relationships with their respective customers as well as within professional members and others; for example between doctors and patients and among doctors themselves and law enforcing institutions.

The profession of librarianship and information scientists is also under such pressures. In recent decades, the dimensions of library and Information science have widened, with the application of information technology, rapidly expanding information needs of users, unprecedented increase in the volume and variety of information packages and societal changes: These developments generate new problems and issues that are often creating conflicting approaches in setting ethical standards in professional performance. However, the library and information professional bodies in USA and UK have come out with codes of ethical standards for professional performance, although these codes are not mandatory on professionals in their performance.

In India, the subject of professional ethics in the practice of librarianship is still to take roots, although the Indian Library Association (ILA); and the Indian Association of Special Libraries and Information Centres (IASLIC) have professional ethics as an important aspect of work listed in their programme of activities. In fact, IASLIC had discussed professional ethics in its Eleventh National - Seminar at Calcutta in 1984-MI these aspects of professional ethics are discussed in this unit

14.3 GENERAL ETHICS

Websters International Dictionary defines Ethics as :

- 1) the discipline dealing with what is good and bad or right and wrong with moral duty and obligation;'
- 2) a group of moral principles or set of values; a particular theory or system or moral values; the principles of conduct governing an individual or a profession; standards of behaviour.
- 3) the adjective 'Ethical' connotes conformity to professionally endorsed principles and practice or a system/philosophy of conduct and principles practiced by a person or group.

Ethics has been a subject of study and enquiry in philosophy which is as old as human history. There are three philosophical positions in ethical enquiry in the West, viz. monistic, relativistic and pluralistic: The **monistic position** is based on the precept that there is a single and a set of absolute moral principles or golden rules that can guide correct behaviours in different situations: The **relativistic position** is based on the precept that moral principles are varied and that no one is any better than any other, therefore they are all mere personal or individual principles. These two have been rejected as they don't seem to be tenable in practice. Pluralistic position, however, is the belief that there are multiple moral principles that can correctly guide behaviour. This position appears to have emerged as the dominant philosophical position. In Indian philosophical thought, moral behaviour is closely 'associated with religious beliefs and practices. All these ideas; thoughts and theories lead to different aspects of studies of ethics, particularly in modern societies. Some of these studies relate to personal, organisational, professional; business ethics which quite often introduce conflicts in practical applications in the real life of an individual.

In this Unit, however, we are concerned only with professional ethics, although the other aspects of ethical values are relevant and are in many ways interconnected.

Self Check Exercise

- 1) What do you understand by ethical values? What purpose to these values serve?

Note : i) Write your answer in the space given below.

- ii) Check your answer with the answers given at the end of this Unit.

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14.4 PROFESSION, PROFESSIONALS, PROFESSIONALISM

In order to understand properly the technical words relating to professional ethics, we shall study their meanings and contents in this section.

The Random House Dictionary of English Language (RHD) defines:

A **Profession**, as an occupation, especially that one requiring extensive education in a branch of science or the liberal arts; or the body of persons engaged in such an occupation. Synonymous with 'profession' are words such as vocation, employment, occupation, business, trade - all refer to the activity to which a person regularly devotes himself, especially his regular work, or means of getting a living. Whereas 'occupation' is the general word to indicate an activity in which a person is engaged for his living, 'profession' implies an occupation requiring special knowledge and training in some field of science or learning.

A **Professional** is one who is engaged in an activity as a means of livelihood or for a gain or pertaining to or connected with a profession. For example: A professional tennis player; a researcher; a musician who are all competent experts in their respective occupations.

Professionalism is the professional character, spirit or methods, the standard practices of a professional as distinguished: from an amateur. An expertise is expected of professionals with full involvement in and commitment to those who receive services from them.

The age-old professions are agriculture, medicine, education, fine arts (painting, sculpture, music) and such other established occupations, recognized and respected by society, not necessarily -measured by the monetary earnings of these professionals. **With industrialisation, economic and social growth, many' new professions have sprung up in the last two hundred years: More particularly the 20th century has witnessed the growth of hundreds of new professions Librarianship is one such profession that emerged in the 19th/20th Century when corpus of knowledge multiplied geometrically requiring rapid expansion' in its nature of work and services of knowledge organisation, retrieval and dissemination.**

Self Check Exercise

2) Distinguish the meanings of the words profession, professionals and professionalism.

Note: i) Write your answer in the space given below.

ii) Check your answer with the answers given at the end of this Unit.

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14.5 PROFESSIONAL ETHICS

Professional ethics is considered as an expression of the ethos (i.e character, spirit, culture, practice) of an occupation. In other words, it should reflect or be based upon, all the basic values associated with the occupation. It should reveal what the occupation is, what the practitioners think of themselves and of their place in society. It should indicate what is distinctive about the group. The quality of service offered by them should be of a class that makes they distinguished.

Very often; we refer to the quality of a work of a person being highly professional, meaning thereby that there is a near-perfection in the nature of the performance, the intellectual and/or technical expertise and their sense of responsibility and commitment to the customers. So professionals carry, generally, this kind of a reputation, although there



may be on occasions poor performance too. In order to sustain societal recognition and to give their best, almost every profession, attempts to evolve a code of professional behavior to guide practitioners.

Interest in ethical behavior of occupations, often formalized into codes, has a long history. Although rules of conduct have existed since many centuries; the modern codes had their' origin in the nineteenth century. To cite examples from the United States, the Code of Ethics of the American Medical Association (AMA) was adapted in 1848 when AMA was organised. Between 1890 and 1925, more than two hundred American Business and professional groups adopted their codes of ethics: The legal profession adopted its first code in 1908. The teaching profession imposed standards as guidelines for conduct in its, first code of ethics: Thus the code "was to serve more as a control mechanism than as a support system." Other countries have also adopted appropriate codes to guide, various professionals.

It is of great importance to keep ethical problems under continuing scrutiny and debate through journals, training programmes, with social scientists taking the initiative in the process; in order to provide increasingly acceptable principles for clarifying ethical issues concerning professional performance. Every profession has been constantly engaged in reviewing and resetting ethical codes in order to be consistent with current professional practices and behaviour.

Since its earliest beginnings; medical practice has rested on a solid foundation of principles and values, designed to promote and protect patients in their relationships with doctors. But this stable relationship has been showing signs of destabilization because of scientific discoveries and technological innovations in medical practice and the revolution in social attitudes and behavior, which brought medical practitioners under the scrutiny of consumer protection courts. For example, within the last quarter of a century, we have developed medical facilities for replacing organs, introduce life through surrogate motherhood, prolong life artificially using life-support systems, conduct research in genetic engineering with potentially dramatic effects and assemble data about people and their illnesses on a `scale hitherto unimaginable.

Interest in professional ethics has increased due to the growth of numerous occupations and formation of new professional groups. Both legal and ethical issues are getting modified by the' changing demands of society, such as the public expectation for accountability and consumers' demand` to be informed, consulted and protected. The changing roles f the professionals, which have come to include consulting, advising, making policy, and delivering government service, all bring into question the extent to which existing codes provide for these complex questions.

We shall discuss in the next section how library and information service profession has evolved its own approach to professional ethics and the formation of ethical codes.

Self Check Exercise

3) What is professional ethics? How do they get affected as a professional occupation advances through scientific and technological applications and societal changes?

Note: i) Write your answer in the space given below.
ii) Check your answer with the answers given at the end of this Unit.

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14.6 LIBRARIANSHIP AS A PROFESSION

A Code of Professional Ethics for Librarians describes that "The goal of librarianship is to mediate between humanity and humanity's store of recorded knowledge and information; to encourage an informed, enlightened and empowered citizenry; and to join with others in the ' fight for intellectual freedom and access to information." To build up this 'image for the library and information profession, and to establish quality, a set of ethical codes has to be formulated and is to be practiced by librarians and information professionals. But before we



get to discuss these codes; we shall see to what extent librarianship can be deemed to be a profession.

The generally recognized professions, such as medicine, law, have certain characteristics or attributes that are enumerated below:

- Extensive period of training (usually formal education);
- Dominance of intellectual component in work activities;
- Expertise;
- Service orientation;
- Altruistic motivation;
- Self motivation;
- Autonomy.

Another set of criteria for a vocation to be considered a profession, is as follows:

- 1) A fairly complex, personalized client-professional relationship - usually involving a fee;
- 2) A certain amount of independence on the part of the professional (he is rarely closely supervised, and is rarely responsible to anyone to a greater degree than he is to his client;)
- 3) A clear-cut body of professional technique and practice held in common by all practitioners;
- 4) A professional association with real power i.e. power of enforcement and power of certification.

Taking into consideration these sets of criteria, librarianship cannot, perhaps, be placed on par with the more well-established professions like medicine, law, accountancy, etc. However, there is certainly a clear-cut body of professional techniques in librarianship that would involve its recognition as a profession: Librarianship in various degree fulfills some of the other characteristics like intellectual component, expertise, service orientation, altruistic motivation, self motivation and autonomy. The Five Laws of Library Science of Ranganathan also provide the right set of guiding principles that could govern and motivate persons towards service orientation; intellectual involvement in developing tools and techniques and a body of professional knowledge to get recognition for librarianship as a profession:

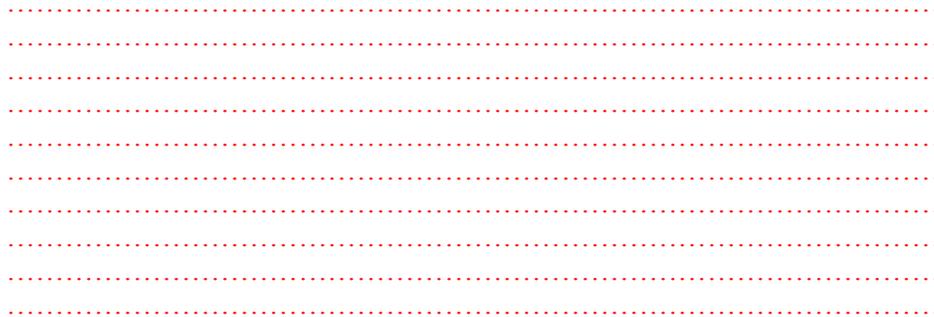
The Library Association of U.K. recognized the importance of and an urgent need for giving some broad definition of professional library work to indicate to employers the particular skills which professional librarians can bring to organisations, and to help librarians themselves to identify and assert the special skills which they have. One of the reasons for low pay and none too complimentary images of professionals is undoubtedly the fact that there is a lack of clarity, among library and information professionals, about what they actually do. The Association produced a report in two sections, one aimed at employers, and the other aimed at professionals. The section for employers provided a brief guide to the special skills that library and information professionals have and how they apply them. It included a note on professional qualifications, a description of professional skills and activities and gave the following definition: "Professional librarians formulate; plan, direct and deliver library and information services by identifying the needs and demands of actual and potential users; collecting, retrieving and organising knowledge and ideas in a variety of forms; from books and manuscripts to computerised databases; and disseminating and marketing library and information services to clients."

Self Check Exercise

- 4) State the criteria that Librarianship fulfills to deem it a profession.
- 5) Give the definition of a professional librarian stated by the UK Library Association.

Note: i) Write your answer in the space given below.
iii) Check your answer with the answers given at the end of this Unit.

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14.7 PROFESSIONAL ETHICS IN LIBRARIANSHIP

While it is easy to think of ethical values as essential to ensure quality of professional performance, it is very difficult to design a universally acceptable standard code for professional ethics. Individual/personal ethics are fundamental to any set of ethical codes which are not explicitly stated in any professional code, as they are very often assumed to be basic to every situation. There are also differences in the conception of ethical behavior in different societies and cultures. In order to be effective, therefore, professional ethics have to be perceived at various levels, appropriate to different cultures and situations. These levels may be at the primary, institutional; professional, national and international levels. Primary levels are a set of basic guiding principles which are fundamental to human behavior with reference to any activity, such as honesty, good conduct, adherence to truth and so on. At the professional and organizational levels, there are likely to be occasional conflicts, particularly when a person has to make a judgement in making a choice for a course of action. For instance; professional ethics may at times clash with organizational loyalty. Similarly, there may be conflicts between professional, national and international ethics in performing a particular task. These types of conflicts appear in any professional activity. Therefore, designing ethical codes becomes not only too ideal to be realistic but it is also difficult to implement, particularly because, no ethical code can ever be enforced as they are not statutory laws.

14.7.1 US Experience

Despite all these problems and difficulties, attempts have been made to design a code of ethics for the library and information profession. The American Library Association, after prolonged debates and discussions, adopted a professional ethical code in 1938.

The ALA Ethical code attempted to define and regulate the relations of librarians to

- a) the governing authority;
- b) their constituency;
- c) their fellow employees within the library;
- d) their profession; and
- e) society.

The national debate, however, on the articles relating-to the above stated areas went on in the next decades. In 1975 ALA adopted a new Statement on Professional Ethics which replaced the 1938 code. The same year, the ALA Council instituted and authorised a standing committee on professional ethics to augment the Statement on Professional Ethics by explanatory interpretations and additional statements. At the ALA membership meeting in 1981, the Code of Ethics was officially adopted. Responding to numerous criticisms on the 1981 Code, the ALA Standing Committee on Professional Ethics decided to proceed towards further revision.

In 1990, the American Association for Information Science (ASIS) also, published a draft of the ASIS Code of Ethics for Information professionals in the August/September 1990 issue of the - Bulletin of the ASIS: This Code comprised a preamble and four categories of ethical



responsibilities to:

- a) individual persons,
- b) society,
- c) the sponsor,
- d) the client or employer,
- e) and the profession.

The ASIS Code of Ethics for Informational Professionals has, however, remained in draft form pending acceptance by the Association's Board of Directors.

14.7.2 UK Experience

In 1978 the Working Party on Professional Ethics was established within the United Kingdom's Library Association to develop a draft code of ethics. A draft was prepared for discussion and debate in 1980; the final version of the code, the Code of Professional Conduct was adopted by the Council of the UK Library Association at its 100th Annual General Meeting in 1983. The Code includes the procedures and regulatory actions that will follow a breach of the code by a member of the Library Association. A unique feature of the LA's Code of Professional Conduct is its implementation mechanism that involves sanctions imposed by the LA's Disciplinary Committee on those who ignore the professional conduct set by the Code.

The features of the Code relate to:

- a) the competency of the librarian;
- b) the question of discretion and respect of a client's privacy;
- c) professional independence and intellectual freedom;
- d) the impartiality of the library profession;
- e) financial ethics and
- f) the integrity of members.

14.7.3 Indian Situation

Indian adventure of designing a professional code of ethics have remained at the level of efforts to survey literature on professional ethics and no more.. Mention has already been made about discussions at a national conference of IASLIC in 1984. The subject of professional ethics has been dealt with in A K Mukherjee's book, *Librarianship - Its Philosophy and History* (1966) and R L Mittal's, *Library Administration* (1964).

Two articles by Meganand in *Indian Librarian* in 1962 and a literature survey by Amitabh Chatterji appearing in *Iaslic Bulletin* in September 1965 are additional literature references.

The only effort to consider this subject seriously in a professional forum appears to be at the Iaslic Conference in 1984. There were ten papers presented at the Conference five of these give a good overview of professional ethics, four on professional ethics for persons working in university, special and other institutional libraries, and another on Ranganathan's Five Laws vis-à-vis professional ethics with special reference to a research library. All these papers have a good number of references which would facilitate further readings on the subject.

Self Check Exercise

6) Give the features of the codes of professional ethics of ALA and LA of UK.

Note: i) Write your answer in the space given below.

iv) Check your answer with the answers given at the end of this Unit.

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Johan Bekker; a leading authority on ethics in librarianship, has suggested a few broad principles for designing a code.

- 1) Librarians should exercise their best professional judgement on behalf of users.: They should therefore: provide the highest level of service; not only complying with requests, but also anticipating needs; consider the needs of users the central focus of their work; assist actively in preventing incompetence and misconduct in their profession and in encouraging adherence to this code and other standards; protect each user's right to privacy.
- 2) Librarians should strive to improve libraries and library services. They should therefore: be active members of local and national professional associations; pursue continuing education in order to improve their skills, knowledge and qualifications; protect and enhance the reputation of libraries by exemplary professional conduct and service; involve themselves in research' and other systematic efforts to understand' and improve library service; avoid' situations that could compromise professional judgement or provide personal benefits at the expense of the library and its users.
- 3) Librarians should help create and maintain conditions under which. learning and scholarship can flourish; freedom of inquiry and of thought and its expression: They should therefore: ensure the free flow of information between libraries; allow access to the library is holdings and services to everyone in need of information; avoid bias in the acquisition and presentation in information; resist efforts to censor library materials or restrict intellectual freedom:
- 4) Librarians should be sensitive to the concerns of the larger society of which they are a part. They should therefore: protect and preserve sources of information for future use; assure that confidential and proprietary information is safeguarded; avoid transgression into the practice of other professions; take care that the access to information provided to users is not misused to curtail the freedom of others:

This type of code attempts to present, both to those who work in libraries and to those who use libraries, an indication of what it is that librarians stand for and what should be expected of them by the public: The implementation of such a code would depend on the ability and willingness of librarians and the public to take such statements seriously and to see that breaches of the code do not occur.

Self Check Exercise

- 7) Summarise the broad principles suggested by Bekkar in designing a professional ethical code for librarians.

Note: i) Write your answer in the space given below.

v) Check your answer with the answers given at the end of this Unit.

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14.7.4 Issues and Problems

Apart from the difficulties in designing an acceptable ethical code for professionals, there are also many other issues and problems in which emerge dealing with professional ethics. Some of them are:

- 1) Image of the library and information profession in society;
- 2) More than one professional body;
- 3) Authority in implementation with provisions for disciplinary action in case of violation of the ethical principles enunciated by ethical codes;
- 4) Expanding dimensions of the profession;
- 5) Consequent undefined state of the profession;
- 6) Quality of professional work;
- 7) Immigration of specialists from other disciplines and professions.



Professional Image: The image of the library profession, particularly in India, is not very high in society as library and information work are considered auxiliary to education, research, industrial or business development etc. As a result librarians and information workers constitute a group of specialists in their respective parental organisation and their independent image does not get the proper focus in the eyes of the public. It is only a small group of users who get high quality of library and information service, appreciate the support given to 'them in their activities. Such a limited appreciation does not contribute to the image of the profession in the society as a whole. As far as Indian public libraries are concerned, there has never been any remarkable performance/ achievement that would enhance the professional image in the eyes of country.

Professional bodies: in many countries, there are more than one professional body each of which may have different goals and objectives, although there may not be any serious conflicts between them. The ideal condition for effective disciplinary action in the case of violation of ethical codes enumerated by the leading American expert Bekker are:

There should be only one national occupational association;

There should be only one basic national code of ethics;

Subscriptions to the code should be a condition for the acceptance or renewal of membership;

Membership in the occupational association should be a condition for licensing to practice;

There should be only one national committee on occupational conduct.

Notwithstanding the desirability of the above stated basic approach to the design of professional codes, it is not possible in practice to have such a single central authority: But it is essential to have coordination and cooperation among the- various professional bodies in designing of a code of ethics, because all persons are basically librarians and information personnel.

Authority in Implementation: Even assuming a central professional authority, it is not always possible to penalise anyone who may violate professional ethical. codes. There are no legal validity to these ethical codes. Conforming to ethical codes are invariably more voluntary individual effort arising out of personal belief or faith in ethical values.

Expanding Dimensions: The dimensions of professional activity have expanded unprecedently in the last quarter of 20th century. The conventional and traditional functions of a library have undergone a tremendous change. New skills are expected in library and information work and such skilled persons are to be drawn from outside the profession. Professional education and training in this changing context have, therefore, been in a state of flux. This creates numerous problems, particularly the new entrants acquire a new view of professional work and activities. This is not peculiar to the library professional alone. Other professions are too facing similar situations, for example the medical profession. But; the medical profession has an established public image and hence has no such problems as faced by the library profession. What would be the stature of librarians of the future? It is difficult to predict at this stage of transition but, it is bound to be different from what it is now and what it had has been in the past.

Professional Quality: Today's insistence on quality assurance has been a major concern of those involved in every human activity. Consumers' societies have been asserting their right to have quality in whatever they buy and seek legal protection in consumer courts to ensure quality. Library and information products and services also have to face this problem sooner or later as pricing for library and information services is on the anvil.

New Entrants: Library and information activities are attracting persons with different educational and professional backgrounds and qualifications: Persons with different professional experience are migrating to the library and information fields with varied conviction, faith, world views, - and political influences. All these are affecting professional conduct and behavior.

In the final analysis, it is important to note that it is only personal conviction, involvement, commitment and faith in library and information service that would largely, determine professional behavior and conduct.

Self Check Exercise

8) Enumerate the problems and issues in designing professional ethical codes for librarians.

Note: i) Write your answer in the space given below.

vi) Check your answer with the answers given at the end of this Unit.

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14.8 SUMMARY

The general meaning of ethics is that it is a set of moral principles such as rules of conduct recognised with respect to a particular class of human action or a particular group, culture, etc. Professional bodies have been keen to develop ethical values, for setting ethical codes to be followed by professionals to ensure quality, social recognition and respect. The age-old professions like medicine, education, law, religion and others, have set up professional ethical codes and have been constantly reviewing the need for ethical codes for their professionals to set: minimum standards for performance. Library and information professionals also try to set up ethical codes to govern performance.

Librarianship and information service activities fulfill the basic characteristics to be deemed to be a profession and hence professional practices should conform to certain ethical values. The American and British Library Associations have taken lead in evolving a set of ethical codes for their professionals. These ethical codes relate to professional behaviour and conduct, performance standards in dealing with clients; social responsibilities and winning the goodwill of users: In India, no professional ethical codes have evolved although this topic has been discussed in professional fora.

Bekkar, an American expert in professional ethics, has suggested a few basic principles on which professional ethics could be designed. Some of them are user orientation in service, high level performance, leadership and scholarship, and societal acceptance and recognition: As cultural variations and environmental factors vary from country to country, ethical codes are designed to be relevant to national, regional and local conditions.

There are, however, a number of practical difficulties in implementing a code of professional' ethics. Some of these are:

- 1) Image of the library and information profession in society;
- 2) More than one professional body;
- 3) Authority in implementation with provisions for disciplinary action in case of violation of the ethical principles enunciated by ethical codes;
- 4) Expanding dimensions of the profession;
- 5) Consequent undefined state of the profession;
- 6) Quality of professional work;
- 7) Immigration of specialists from other disciplines and professions.

Despite these difficulties, problems and issues, professional ethics are necessary for professional practices; to ensure quality in service and in social recognition.

14.9 KEYWORDS

Ethics: is a set of moral principles such as rules of conduct recognised with respect to a particular class of human action or a particular group, culture, etc.

Profession: an occupation, especially that one requiring extensive education in a branch of science or the liberal arts; or the body of persons engaged in such an occupation.

Professional: is one who is engaged in an activity as a means of livelihood or for a gain or pertaining to or connected with a profession. For example: A professional tennis player; a researcher; a musician, who all are competent experts in their respective occupations.



Professionalism is the professional character, spirit or methods; the standard! practices of a professional as distinguished from an amateur. An expertise is expected of professionals with full involvement in and commitment to those who receive services from them.

Professional ethics: is considered as an expression of the ethos i.e. character, spirit, culture, practice of an occupation.

14.10 ANSWERS TO SELF CHECK EXERCISES

- 1) The general meaning of ethics is that it is a set of moral principles. These ethical values introduce a practice for correct conduct of individuals in their relationships with others and in society. The adherence is largely due to the faith and respect for ethical values which individuals have to self impose in serving to the society.
- 2) A Profession, as an occupation, especially that one requiring extensive education in a branch of science or the liberal arts; or the body of persons engaged in such an occupation.
A Professional is one who is engaged in an activity as a means of livelihood or for a gain; or pertaining to or connected with a profession: For example: A professional tennis player; a researcher; a musician who are all competent experts in their respective occupations.
Professionalism is the professional character, spirit or methods, the standard practices of a professional as distinguished from an amateur. An expertise is expected of professionals with full involvement in and commitment to those who receive services from them.
- 3) Professional ethics is considered as an expression of the ethos (i.e. character, spirit, culture, practice) of an occupation. In other words, it should reflect or be based upon, all the basic values associated with the occupation. It should reveal what the occupation is, what the practitioners think of themselves and of their place in society.
Ethical values get destabilised with advances in professional developments and societal changes. For example, medical facilities for replacing organs, introducing life through surrogate motherhood, prolong life artificially by using life-support systems, engage in genetic engineering with potentially dramatic effects and assemble data about people and their illnesses on a scale hitherto unimaginable:
- 4) Librarianship fulfills the following criteria to deem it a profession:
 - 1) intellectual content of librarianship;
 - 2) service orientation;
 - 3) expertise in tools and techniques;
 - 4) a body of professional tools and techniques;
 - 5) altruistic motivation and self motivation to a degree;
 - 6) autonomy;
 - 7) period of training including the general preparation far a degree in a discipline.
- 5) Professional librarians formulate, plan, direct and deliver library and information services by identifying the needs and demands of actual and potential users; collecting, retrieving and organising knowledge and ideas in a variety of forms, from books and manuscripts to computerised databases; and disseminating and marketing library and information services to clients.
- 6) The ALA Ethical code defines and regulates the relations of librarians to:
 - a) the governing authority;
 - b) their constituency;
 - c) their fellow employees within the library;
 - d) their profession; and
 - e) society.
- 7) The features of the UK Library Association Code of professional ethics relate to:
 - a) the competency of the librarian;



- b) the question of discretion and respect of a client's privacy;
 - c) professional independence and intellectual freedom;
 - d) the impartiality of the library profession;
 - e) financial ethics and
 - f) the integrity of members.
- 8) Some of the issues and problems in designing a standard code of ethics for librarians are:
- 1) Image of the library and information profession in society;
 - 2) More than one professional body;
 - 3) Authority in Implementation with provisions for disciplinary action in case of violation of the ethical principles enunciated by ethical codes;
 - 4) Expanding dimensions of the profession;
 - 5) Consequent undefined state of the profession;
 - 6) Quality, of professional work;
 - 7) Immigration of specialists from other disciplines and professions.

14.11 REFERENCES AND FURTHER READINGS

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