

FEED

B A C K

Status of Women in Librarianship

Special Interest Group

EEO policy

Issues affecting the employment considerations of many women emerged as the most significant theme of a meeting held recently by the Status of Women in Librarianship (SOWIL) Group. The need to locate these issues within a deeper understanding of women's various and changing roles, responsibilities and needs is seen as crucial in the development of any Equal Employment Opportunity (EEO) policy.

'EEO: still a lot to be desired — policy, practice, strategies, sabotage' was the title of the public meeting held at St Kilda Library on 26 June and attended by about twenty people. The two guest speakers — each experi-

enced in the EEO policy and program area — were Catherine Cole, presently with the Municipal Officers' Association, and Trish Rogers, formerly the EEO Officer with the Victorian Department of Property and Services.

Both speakers offered substantial descriptions and interpretations of their work contexts and roles and the implementation of EEO policy and strategies within large organisations and departments. A fair degree of common ground was covered, including some of the shortcomings and barriers to effectiveness. Both Catherine and Trish have been involved in training programs to encourage practical skills in areas such as assertiveness and interview techniques. Yet both emphasised the inadequacy of these measures if not implemented in conjunction with structural (and philosophical) changes.

Local government was identified as the most sex-segregated area of the public sector, where women predominate in the libraries and community services and men are the engineers and town clerks. Local government is not covered in the Affirmative Action Act, and in Victoria, where Councils with more than forty staff are required to have an EEO program, there are no reporting or accountability measures.

The Victorian Public Service Action

Plan was presented in its historical context of the developments in the late 1970s and early 80s. Trish Rogers identified the most inhibiting barriers to women's promotion and movement as being systemic ones involving work practices, the structure of work, and job categories. Work value is the area that needs the greatest attention.

The achievements of the Plan were also outlined — the appointment of EEO Officers and Consultative Committees, the revision of selection processes, the 50 per cent women's quota in training courses, the introduction of permanent part-time work and the recognition of work-based sexual harassment. The focus on processes at the expense of impact and outcome measures was regarded as a severe limitation, and one that may be redressed by the 1988 Plan. Incentives to management to achieve EEO goals (political kudos, peer approval, performance pay) are, however, unfortunately lacking in the present climate.

Both speakers emphasised child care as an inescapably central issue affecting the employment considerations of many women. The past 10 years have seen little improvement in the provision of child-care services. Governments have shown little interest in child care as an issue. Both Catherine and Trish empha-

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sised the union arena as the one to focus on, and see award restructuring as offering a significant avenue for women to voice their needs and have them formalised as union policy, especially as regards equity issues and the possibility of work-based child care.

Colleen Keane
SOWIL

Health Libraries Section New South Wales Group

Auckland Conference

The Health Libraries Section (NSW Group) is offering assistance for a Health Science Librarian to attend the Joint Conference of the Health/Medical Libraries Sections of ALIA and the New Zealand Library Association in Auckland, 12-16 November 1989.

The successful applicant will receive one paid conference registration (A\$200, as paid before 31 July) plus \$400 to off-

set travel and accommodation costs. Country members are encouraged to apply. Overnight accommodation on the eve of departure is offered where a non-Sydney member is the successful applicant.

Applicants are invited to apply in writing detailing:

- name, address, phone numbers, place of work, ALIA membership number; and
- reason you would not be able to attend unless given this support.

Criteria for selection include:

- Membership of Health Libraries Section (NSW Group)
- Current employment in a publicly funded health library
- Permanent resident status in Australia
- Unlikelihood of employing institution providing funding
- Demonstrated commitment to working in a health library
- Non-membership of the Executive

of the Health Libraries Section.

- Undertaking to submit a written report on the conference for publication in the *Health Libraries Section Newsletter* and *Australian Special Libraries News*.

The decision of the Executive will be final.

Please forward your submission with supporting documents as soon as possible, and no later than Monday 8 September 1989, to: Linda Mulheron, President, Health Libraries Section (NSW Group), c/- Westmead Hospital Library, Westmead, NSW 2145. A booking has already been made on behalf of the successful applicant — it could be you!

Linda Mulheron
President

School Libraries Section WA Group

Automation Market Place

The second Automation Market Place, organised by the WA Group of the School Libraries Section, was held on 24 June at the WA College of Advanced Education (Nedlands Campus). More than 170 people attended a display of twelve systems. After a brief introduction by Dr L. Anne Clyde, each of the vendors was permitted 5 minutes to speak about the merits of their particular system.

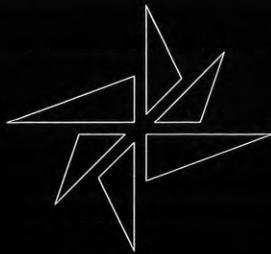
The remainder of the day allowed participants to spend as long as they wished 'hands on' or to talk to teacher-librarians who have already installed the systems in their schools. Both vendors and participants commented on the success of the day, and teacher-librarians in particular appreciated being able to compare the various systems so conveniently. A number of interstate vendors plan to return to Perth for further demonstrations in the near future, such was the interest generated by the Market Place.

Judi Jagger
Committee member

Central Western Regional Group NSW

Simple graphics

Displays and graphics for amateurs were the subjects of a Saturday meeting of the Central Western Regional Group on 15 July. The venue was the Trussett Library of Charles Sturt University, Mitchell, in Bathurst. Nineteen participants were given the basics of design



THE METCALFE MEDALLION



John Metcalfe was responsible for establishing the basis of the profession of librarianship in Australia and was the dominating influence in the profession in this country until his retirement in the 1960s. John Metcalfe and his contribution to librarianship and library education are commemorated by the Australian Library & Information Association through the Metcalfe Medallion.

The award is for the most outstanding essay or other piece of work on any topic in the areas of librarianship, information science or archives administration, submitted by a student undertaking a first award in librarianship or archives administration.

Students are invited to submit entries for this award. There is no specified form or style of entry - essay, AV or other items may be submitted. They should be pieces of work of publishable or reproducible standard.

For further information contact:

Membership & Division Services Manager
Australian Library & Information Association
376 Jones Street
Ultimo, NSW 2007
Phone (02) 692 9233 or (008) 22 1481 (toll free)
or the Head of your School or
Department of Librarianship

and many useful hints by graphic designer, Tony O'Neill. Several staff of CSU, Mitchell, assisted as tutors or splendid caterers, and the afternoon was spent in practising what we'd learned in the morning session. Three book cover displays were produced, together with some banner notices and a poster on the library-funding disaster.

The regional group will hold a third meeting in Orange on Friday 17 November. This will take the form of a dinner at Duntry League, with guest speaker Harrison Bryan. See 'Events' for more details.

M. Macpherson
President

Queensland Branch Council

Branch Council met on 11 July 1989 to discuss a range of topics, the most important being a proposed survey of education for librarianship in Queensland.

Are the needs of students, employers and the profession itself being met by the current courses of study? A professional market research officer has now outlined the steps and costs involved in a survey of the type proposed. When funding is finalised a firm date will be announced for the survey.

A very successful evening meeting to discuss 'user pays vs free library services' attracted seventy-five people. Some had travelled almost 200 kilometres to hear the presentations of Jenny Cram, Brisbane City Council Librarian, Derek Fielding, University of Queensland Librarian, Des Stephens, State Librarian,

and Helen Rourke, representing libraries in industry. Copies of the papers are available from Robyn Collins (telephone (07) 209 0420). Tape recordings made for Central and North Queensland Groups are also available.

We look forward to warm sunny days for the Technicians' Conference at the Gold Coast at the end of the month.

Carol Keliher

School Libraries Section Victorian Group

Are you being framed?

Preliminary planning is underway for our second residential conference to be held at the Institute of Education Administration, Geelong, in March 1990. The Conference will focus on public librarians and school librarians. The planning committee will consist of Public, Children's and Youth Services, and School Libraries Section members.

The title of the Conference is 'Are you being framed?'. Papers will look at the influence and implications of the latest Schools Division policies on resourcing for libraries servicing students. Both Frameworks and VCE will be targeted. We urge librarians to begin planning to attend, particularly where funding may be available.

Discipline management day

Following the withdrawal of the Schools Division from the bulk of in-service activities, the School Libraries Section in Victoria has endeavoured to fill some of

Continued 17...

WHO'S WHERE

The School of Library and Information Studies at Kuring-gai College of Advanced Education wishes to announce the appointment of Joyce Kirk, Senior Lecturer, Department of Information Studies, to the position of Assistant to the Head of School.

The position, which will run in the first instance to the end of 1990, is part-time and has been created to release Mairead Browne, the Head of School, to work on the task force coordinating the merger between Kuring-gai College and the University of Technology.

In addition to supporting the School's activities in general, Joyce will deputise for Mairead on occasions, and act as Head of School during any absences from the College by the Head of School.

Enquires to: Mairead Browne, Head, School of Library and Information Studies, Kuring-gai College of

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GUIDE 2.

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UNIVERSITY AND COLLEGE LIBRARIES SECTION

*National and NSW Group jointly present
A Reader Education Seminar*

READER EDUCATION IN THE 1990's: A REAPPRAISAL

Sydney Technical College Library
Mary Ann Street, Ultimo

TUESDAY, 26 SEPTEMBER 1989, 8.30 am – 5.00 pm

Sessions will include:

- Evaluating, assessing and measuring the effectiveness of Reader Education programs.
- Demonstrating the need, justifying the expenditure, doing more with less.
- Panel discussion of non-library participants.

COST (including lunch): \$50 ALIA Members; \$75 Non-members

Enquiries and Registration Forms available from: Clare Wilde
Macquarie University Library
Macquarie University
NSW 2109
(02) 805 7553

Sandra Sullivan
St. George Institute Library
PO Box 88
Oatley NSW 2223
(02) 570 0731

October 14 ACT Branch of Children's Book Council.
Seminar: **Creative connections: writing and illustrating for children.** Speakers: Gillian Rubinstein, Jane Tanner, Sally Farrell Odgers, Myra Lee. At Canberra CAE. Full-time students \$30; Children's Book Council members \$40; others \$45. Contacts: Belle Alderman (062) 52 2062 (w); Margaret Stone (062) 52 2312 (w).

WESTERN AUSTRALIA

September 25 Australian Copyright Council. Seminar: First session (10 am-1 pm) **Introduction to copyright issues**; second session (2-5 pm) **Copyright for teacher-librarians.** At Alexander Library Theatre, Perth. \$50 single session; \$85 both. Contact: (02) 957 2941.

INTERNATIONAL

August 28-September 2 5th Zimbabwe International Book Fair and Exhibition: **Agriculture and development, the African environment and the food crisis.** At the Harare International Conference Centre. Bookings and enquiries: Zimbabwe International Book Fair, c/- Ministry of Information, Posts and Telecommunications, PO Box 8150 Causeway, Harare, Zimbabwe. Ph: 703891/4. Telex: 24142 ZIM FORM.

August 30-September 7 International Federation for Information and Documentation (IFID). 45th Conference and Congress: **A resource for development.** In Havana, Cuba. Further information: Organising Committee, 45th IFID Conference and Congress, IDICT, Apartado postal 2019, La Habana 2, Cuba. Ph: 31-23-09. Fax: 228382.

September 3-16 **Microcomputers for library and information work.** At Leicester, UK. Contact: The British Council, PO Box 88, Edgecliff, NSW 2027.

From 9 ••

this void. Our first residential conference, held near Ballarat last October, was a great success. Since then we have run a discipline management day, which was a follow-up to the theme of the conference and offered practical ideas for dealing with young people in a library situation. All who attended found the day extremely worthwhile.

We look forward to our next conference being just as successful, and leading to more worthwhile ventures. Have members suggestions for future activities? Do think seriously about nominating for our committee in the forthcoming elections. Contact can be made through our Secretary, Bev Pianta, at Statewide School Library Support Centre, 67 High Street, Prahran Vic. 3181; telephone (03) 521 1721.

Children's fiction

On 1 June we welcomed members to hear Walter McVitty speak on trends and the future of children's fiction in Australia. Walter spoke of several authors currently writing fiction in Australia, and some of the effects evident as a result of publishers' influence.

The evening at Queen's College, Parkville, went far too quickly. We look forward to the next meeting between Children's and Youth Services Section, SLAV and ourselves.

Pamela Taylor
President

Special Libraries Section

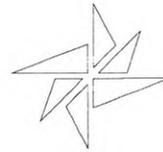
NSW Group

Records management

The NSW Group of the Special Libraries Section is conducting a full-day seminar: 'Records management for special librarians'.

The seminar will address the issue of special librarians undertaking records management functions, and present relevant seminars that bring together a wide range of librarians and information professionals for active discussion and debate.

The venue — Institute of Chartered Accountants, 37 York Street, Sydney — is handy to public transport. Morning tea and lunch will be provided. The charge is \$60 for members of the Section, \$70 for other ALIA members, and \$75 for non-members.



JOB

POSITION

ADVERTISEMENTS

In the interests of bringing all relevant positions to the attention of ALIA members, *InCite* accepts all employment advertisements. However, the content of these advertisements is not necessarily endorsed. Please note that the ALIA contacts all employers who advertise librarian or librarian technician positions, without specifying that library qualifications are essential, to advise of the advantages of employing a qualified librarian or library technician.



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Inquiries: Ms J. Butterworth (02) 289 7833 or Mr J. Hodes (069) 23 0094.

Application forms can be obtained by telephoning (02) 289 7600 and (02) 289 7597 or by contacting your nearest TAFE College. Envelopes containing application forms should be clearly marked 'Confidential' forwarded to the Recruitment Section, Department of Technical and Further Education, PO Box K638, Haymarket, 2000.

Applications close 8 September 1989.



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