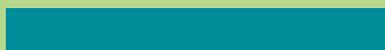




International Federation of  
Library Associations and Institutions

# Building Strong Library Associations

Impact Report 2012



**The International Federation of Library Associations and Institutions (IFLA) is the leading international body representing the interests of library and information services and their users.**

It is the global voice of the library and information profession and aims to:

- Promote high standards of provision and delivery of library and information services
- Encourage widespread understanding of the value of good library & information services
- Represent the interests of our members throughout the world.

**The IFLA Action for Development through Libraries Programme (IFLA ALP)** works in collaboration with libraries, library associations, partner organisations and library professionals in developing and emerging countries to foster equitable access to information and better library communities.

IFLA ALP delivers community-led change through its training programmes, online learning activities, and access to IFLA's international network. IFLA ALP is based on a platform of policies and standards developed and endorsed by IFLA at the international level, and local priorities at the grassroots level. IFLA ALP delivers the *Building Strong Library Associations* (BSLA) programme.



International Federation of  
Library Associations and Institutions



# Building **Strong** Library Associations

Impact Report 2012



**INTRODUCTION** Library associations are key institutions in the library and information sector around the world. Library associations are advocates for equitable access to information, and help to build strong, sustainable library communities by improving services for library users, and supporting development of the profession.

The IFLA *Building Strong Library Associations Programme*, launched in 2010, offers a strategic and coordinated approach to capacity building and sustainability of library associations. This report highlights the first six country projects undertaken between 2010 and 2012.

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I believe that there is an *'invisible'* layer in the programme: above and beyond the programme structure, the in-country team's own activities in the lead-up to the workshops led by the core trainer are a critical element: the effective and efficient planning of the workshops, the selection of workshop participants, the preparation of workshop materials, - these are all critical success factors that can make or break the potential success of the workshops. However, belief in the programme by the in-country team is directly aligned with their enthusiasm and commitment.

GILLIAN HALLAM (AUSTRALIA), CORE TRAINER UKRAINE

### THE BUILDING STRONG LIBRARY ASSOCIATIONS PROGRAMME

**Strong library associations support and enrich society and the library and information profession. They unite a country's library community around a common platform for advocacy and development of the profession.**

Building Strong Library Associations (BSLA) helps library associations to:

- Improve services for library users
- Provide equitable access to information
- Develop the library and information profession

BSLA builds capacity by facilitating experience sharing within regions, strengthening library leaders in-country, and developing locally relevant solutions. Through cascade workshops and outreach, the programme has had an impact across countries and regions.

Programme activities include training and mentoring which helps associations to form partnerships, strengthen governance and member services, and to become better advocates for their library community. Training and activities are customised to the objectives of library associations, and for different cultural, political, technological and social conditions. The programme includes:

- Training package and case studies on library association development
- Mentoring and advice on forming partnerships
- Cross-association activities

- Cascade workshops and information-sharing
- An online platform for interactive learning and materials
- Impact evaluation

### ONLINE PLATFORM

IFLA's Online Platform provides opportunities for learning, discussion, and sharing best practices amongst associations, institutions and librarians. Online and blended learning brings IFLA materials to communities where professionals are otherwise unable to attend face to face activities, and provides ways to stay connected and engaged with learning between workshops and meetings. The programme is available to all IFLA members.

### COUNTRY PROJECTS

Six associations participated in the initial two-year country projects (2010-2012) and were paired with library association experts (core trainers) who traveled to their assigned country several times to deliver workshops and activities. Following an in-country needs assessment core trainers, in-country coordinators, and the IFLA ALP Programme Coordinator worked together to implement the projects. This ensured that the programme in each country was designed to meet the specific needs of each association.



## IMPACT EVALUATION

IFLA measures the difference its programmes make using impact evaluation. This methodology considers the change that the programme has effected on individuals, associations and library communities.

The impact evaluation process involves the clear identification of the goals and objectives for each programme, with evidence collected to measure the extent to which those goals and objectives are achieved. Methods to collect evidence in BSLA include:

- Needs assessments, interviews and evaluation meetings in-country
- Collecting information about the association and the country
- Surveying members and non-members of the association
- Conducting focus groups

The impact of the BSLA programme activities may be short term, for example:

- Collaborating with new organisations
- Developing a wider membership base

Additionally the impact may be long term, for example:

- Being invited to contribute to national policy
- Partner organisations engage in complex-long term collaborations with the association

The results of impact evaluation are intended to identify whether associations are making real progress towards

their development goals. Evidence can be used as a basis for sustained advocacy work.

The BSLA Impact Evaluation Framework focuses on five areas:

1. Enhancing the operational capacity of the association
2. Equipping people to carry forward the association's agenda
3. Developing the association's vision and strategy
4. Building partnerships and collaboration
5. Enhancing relationships between the association and its members, potential members, other stakeholders and the world-wide library community

**This report presents preliminary programme impact following the conclusion of project activities and in-country evaluation meetings and interviews.**



## 1

**BOTSWANA** Botswana Library Association (BLA) was formed in 1978. Membership of the association is open to all library workers, archivists, bibliographers, and information workers. BLA went through a dormant period for nearly a decade until 2008. Since 2008, the association has worked to hold annual national conferences, meetings and other activities.



#### COUNTRY BRIEFING

Botswana, in Southern Africa, is politically and economically stable, transparent<sup>1</sup>, and has a free press<sup>2</sup>. The country has benefited from the exploitation of its natural resources, primarily diamonds, which has led to a decent quality of life for many. Yet the nation suffers from a very high rate of HIV infections as well as educational, technological and income inequality in the rural population. The literacy rate was estimated at 81% in 2003.<sup>3</sup>

## IN CONTEXT

Academic, ministerial, school and 32 public libraries operate across the country. More than 68 village reading rooms, together with a small number of community libraries established by NGOs, serve rural populations. Libraries in Botswana are being decentralised from the Botswana National Library Service that runs the country's public libraries. The use of ICT is also increasing in public libraries, making their services more appealing to the general public as opposed to only school children as was the case in the past. More than 20 public libraries now offer free public access to computers and Internet, which has resulted in an increase in their membership.

When the BSLA project began, there was a recognised need for a strong association to represent all libraries in Botswana.

### BSLA PROJECT GOALS

1. **Visibility:** To raise the visibility of the association amongst its key stakeholders
2. **Governance:** To work towards a more engaged and active executive committee
3. **Advocacy:** To identify a role of the Botswana Library Association in advocating for libraries in society and community as part of the new National Library Act and the Botswana National Vision 2016 strategy

## BSLA IN BOTSWANA

The Botswana Library Association held a stakeholder summit, and two workshops in 2011. BLA worked with core trainer Winnie Vitzansky (Denmark) during these activities, the initial needs assessment, and the final evaluation meeting. In addition to these activities the library association elected a new executive committee (board) in 2010, organised strategic retreats for the board, and was invited to give a number of presentations across the country. In addition, Botswana hosted the important African library conference SCECSAL in 2010, with more than 300 participants from Eastern, Central and Southern African associations and libraries.

## IMPACT

Through the association's work in the past two years, library and information professionals have a voice, and the confidence to turn towards the future – to advocate for better staffed school libraries, and to take an active

part in the implementation of the country's new national library policy.

- Elections held in 2010 had higher participation than in previous years, with more candidates for vacant places on the committee and a greater voter turnout
- Membership has more than doubled from approximately 50 in 2010 to more than 140 in 2012
- The last national conference in 2011 had 270 participants, the most ever
- A new website was launched in June 2012, to increase communication with members
- The Association is increasingly visible, and is frequently consulted to provide advice to stakeholders on libraries, especially school libraries. BLA will prepare a position paper for the Ministry of Education in 2012 on school library staffing
- The Association received a grant from the Ministry of Sport, Youth and Culture of 170,000 BWP (21, 600 USD) for projects, training and other activities.

## CHALLENGES

Botswana Library Association has revived and strengthened itself, and is now turning to the challenge of increasing representation across the country through branches of the association. Increased membership comes with increased expectations, which the association will seek to meet through professional development events, workshops, and other activities.

### The three most important activities of an association <sup>4</sup>

Advocacy	40 %
Developing the profession and its people	24 %
Providing a forum and platform for discussion	12 %

**BLA has been reborn.  
It is a better BLA.**

**LYNN JIBRIL, BOTSWANA LIBRARY ASSOCIATION EXECUTIVE COMMITTEE MEMBER, BOTSWANA**

1. Transparency International, 2011

2. Freedom House, 2012

3. Central Intelligence Agency, 2012

4. Member and non-member survey conducted by Botswana Library

Association November 2011. Number of respondents to this question: 50

## 2

**CAMEROON** Association des Bibliothécaires, Archivistes, Documentalistes, et Museographes du Cameroun (ABADCAM), The Cameroon Association of Librarians, Archivists, Documentalists and Museum Curators was formed in 1973.



#### COUNTRY BRIEFING

Located in Central Africa, Cameroon has more than 240 tribes and languages. The government is politically stable, with foreign investment increasing since the most recent election in 2011. Transparency and freedom of the press concerns observers<sup>1</sup>, yet Cameroon is free from systematic Internet censorship<sup>2</sup>. The literacy rate was 75% in 2001.<sup>3</sup>

## IN CONTEXT

Cameroonian libraries operate within a context that presents several challenges: a country that is developing; officially bilingual; has a historically low investment in libraries; few opportunities for library education; and a lack of a volunteer culture.

Cameroon has a small number of public libraries, but they lack ICT facilities. The National Library is awaiting renovation. Ministerial and academic libraries are the most numerous and best resourced.

These challenges have led to both underdevelopment of the library and information sector, and difficulties in creating a transparent national association that represents all. Despite this, librarians in Cameroon are committed to their profession and to improving library services.

### BSLA PROJECT GOALS

1. **Restarting the association:** To restructure ABADCAM and put into place the fundamental components of an association to provide opportunities for involvement
2. **Governance:** To reestablish ABADCAM as a coherent, transparent national association, and develop a Code of Ethics
3. **Advocacy:** To make the reestablished association visible, and to have a say in the Ministry of Arts and Culture and Ministry of Education's policy development on libraries
4. **Skilling the association's people:** To develop a board with the basic skills needed to manage the finances, governance, and membership of the association

At the beginning there was no association, and many people tried to create their own. But now, all the factions have come together. BSLA as a programme has had a major impact in Cameroon.

JACINTA WERE (KENYA), CORE TRAINER CAMEROON

## BSLA IN CAMEROON

ABADCAM held an initial needs assessment visit, three workshops in 2011 and 2012, and an evaluation meeting with core trainer Jacinta Were (Kenya). Between workshops, the association took part in a number of outreach activities and meetings across the continent. ABADCAM hosted the midterm meeting of the IFLA Africa section, which was attended by IFLA President Ellen Tise (2009-2011), raising Cameroon's profile within the region.

## IMPACT

By reviving the national association, libraries in Cameroon now have a stronger voice. The association has a say in the Ministry of Arts and Culture's policy development on libraries.

The Ministry has appointed a librarian to a new directorship with responsibility for public libraries, and invites ABADCAM to participate in projects. The vision for culture in Cameroon now includes libraries.

ABADCAM is being consulted on strategies for library development in the Central African region. By hosting and attending meetings in Cameroon and across the continent, ABADCAM has shared stories and lessons learned from the BSLA project with associations and libraries across the continent, including those in Francophone Africa, Kenya, Burkina Faso, Nigeria, and Gabon. The association has developed strategies for member services, and formed an activities committee. Membership numbers have increased, and communication with librarians, including non-members, through their redeveloped website is strong. Focal points have been established across the country's regions.

## CHALLENGES

There is high demand for places to take part in workshops and other professional development activities. ABADCAM is planning activities to sustain this interest, and to convert participants into members.

### The three most important activities of an association <sup>4</sup>

Promotion	14,5%
Advocacy/ professional defense	9 %
Training	9 %

1. Cameroon status "Not Free" in the 2012 report (Freedom House, 2012),

Cameroon scored 2.5/10 on the 2011 index (Transparency International, 2011)

2. Freedom House, 2011

3. Central Intelligence Agency, 2012

4. Member and non-member survey conducted by ABADCAM November 2011.

Number of respondents to this question: 55

## 3

**LEBANON** Lebanese Library Association (LLA) was founded in 1960, although the association was dormant during the Lebanese civil war from 1975-1990.



#### COUNTRY BRIEFING

The Lebanese civil war, and subsequent wars in recent years have had a major impact on all aspects of Lebanon's economy and society. Corruption and transparency are of concern to observers<sup>1</sup>. Located in the Middle East, Lebanon lacks the natural resources of its neighbours but is a strategic country within the region for financial services.<sup>2</sup>

Many Lebanese are trilingual, speaking Arabic, French and English. Diasporas and immigration have led to a dynamic, multicultural society in the country. The literacy rate was estimated at 87% in 2003.<sup>3</sup>

## IN CONTEXT

Lebanon does not have an operational national library. This makes coordinating and developing public libraries and providing services such as Legal Deposit a challenge in Lebanon. A project to redevelop the National Library has been ongoing since 2009. Lebanon has around 70 public libraries, many small school libraries, and a number of strong libraries particularly in the academic sector, and increasingly within the financial sector.

For Lebanese libraries, the challenge is to work together, and find new partners including funding agencies, commercial organisations, NGOs and others to support library development. By continuing to work with the Ministry of Culture and new partners, opportunities for funding and development for digitisation and library modernisation projects can be found.

### BSLA PROJECT GOALS

1. **Governance and structure:** Revise the bylaws, undertake strategic planning to restructure the association
2. **Member involvement:** Create committees to provide ways for more members to be involved in the association, recruit new members
3. **Communication:** To improve communications with members and potential members
4. **Advocacy:** Promote the profession and begin to raise the status of librarians within institutions

## BSLA IN LEBANON

The Lebanese Library Association worked with core trainer Premila Gamage (Sri Lanka) in three workshops between 2010-2012. In between workshops, the association focused on revisions to their bylaws, and made a number of visits to members and libraries across the country.

## IMPACT

The Lebanese Library Association now has a better understanding of the scope and complexity of running an association as opposed to a library. They realised the need to focus on governance, bylaws, and revitalising the board before the association could continue.

The new LLA board was elected in May 2012, with the BSLA in-country coordinator being elected as President. This will contribute to continuity of the project.

BSLA made us reflect on ourselves. It made us think of where we are, where we want to go, our weaknesses, our strengths.

RANDA AL-CHIDIAC, IN-COUNTRY COORDINATOR LEBANON

The election was more competitive, with 13 candidates standing for 10 places. Previously, there were often not enough candidates to fill all board positions. Several new members joined the association after BSLA workshops, and one of the new board members was motivated to run due to her involvement in the programme. Interaction and engagement with members has become more positive. The Lebanese Library Association held their first annual conference in April 2012. More than 200 people participated in the conference from Lebanon and the region.

## CHALLENGES

The Lebanese Library Association has a newly elected board that now realise the challenges and opportunities they face in the years ahead to work more closely with the library community. Their objective is to make working in the association as streamlined as possible, and to communicate more effectively with the whole library community. Action plans are now in place to realise these goals. With bylaw revisions complete and new skills in strategic planning gained through the project, the Lebanese Library Association can now focus on working towards the other goals they have set.

They see the need to be creative and to reach out to non-traditional partners such as banks (which are strong institutions in Lebanon and have a corporate responsibility to culture and education) to support the association and libraries.

### Why did you first join the association? <sup>4</sup>

Professional development	74 %
Encouraged by colleague, supervisor, professor	29 %
Networking with colleagues	51 %
Commitment to the profession	48 %

1. Lebanon scored 2.5/10 on the 2011 index (Transparency International, 2011), Lebanon status "Partly Free" in the 2012 report (Freedom House, 2012)

2. Central Intelligence Agency, 2012

3. International Federation of Library Associations and Institutions, 2010

4. Member and non-member survey conducted by Lebanese Library Association June 2011. Number of respondents to this question: 58 (more than one response permitted)

## 4

**LITHUANIA** Lietuvos Bibliotekininkų Draugija,  
Lithuanian Librarians' Association (LLA) was formed  
in 1991.



#### COUNTRY BRIEFING

A Baltic state, and member of the European Union, Lithuania enjoys close trade links with Europe and the Nordic region. Lithuania declared independence from the Soviet Union in 1990. Vilnius was the European Capital of Culture in 2009, and the country has a strong artistic and literary heritage, and the literacy rate is over 99%.<sup>1</sup> Corruption persists, but the country is considered free and open.<sup>2</sup>

## IN CONTEXT

Libraries in Lithuania are experiencing an unprecedented period of growth, as well as visibility on the government's agenda. A combination of positive developments, including a new Minister of Culture in 2010, the success of the "Libraries for Innovation" programme<sup>3</sup>, and the visibility of the association, have contributed to this. Librarians have benefited from professional development programmes in recent years, although salaries and sustained library funding are issues to be addressed.

The National Library has a new director as of 2010, and is currently undergoing a much-needed renovation. There are more than 1300 public libraries in Lithuania, and 19 academic libraries.<sup>4</sup>

### BSLA PROJECT GOALS

1. **Membership and communication:** To create a strategy, to encourage new professionals to join the association, and to grow new leaders. To strengthen communication with members and potential members, including new technology
2. **Partnerships and collaboration:** To strengthen smaller units and broaden inclusion of the regions, to encourage active membership, and to create new partnerships
3. **Advocacy and fundraising:** To enhance the visibility of the association in society and on the national agenda, to develop new sources of funding

## BSLA IN LITHUANIA

Lithuanian Librarians' Association worked with core trainer Claudia Lux (Germany) during the initial needs assessment, three workshops, and a conference to present results of the project to members. Between workshops, the association delivered a large number of cascade workshops throughout the country, reaching more than 200 librarians. Meetings with government representatives, media, and other organisations contributed to raising the profile of libraries and visibility of the association.

## IMPACT

The association has forged a strong relationship with the Ministry of Culture and the country's President, who became patron of library week in 2011. A campaign, "Book's Christmas" initiated by the President has contributed to the acquisition of 1700 books for public

libraries. The association has become a trusted partner of government and other organisations in library development.

The Lithuanian Librarians' Association passed new statutes in 2011, revising the association's objectives to focus on the future. In part, the objectives state that they will: "Participate actively in the development of Lithuanian libraries and to increase role of librarians and libraries in the public life of Lithuania".

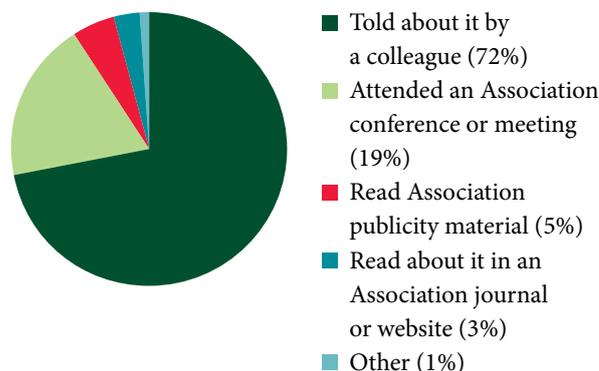
The Lithuanian Librarians' Association has strengthened chapters across the country, which has increased participation at the regional level. A sponsored award for the best division of the association was created. Through this award, divisions have had the opportunity to communicate with other regions and share local initiatives.

The association actively encourages new professionals to take part, and listens to them as equals. Seniors have their own activities and are in contact with the profession even in retirement. The strong sense of community in the profession means they move forward stronger, together.

## CHALLENGES

The Lithuanian Librarians' Association has made the most of opportunities to raise their national profile. With growing participation from new professionals, they aim to create a chapter for them in the near future. In the years ahead, the challenge will be to step up to the international level and participate in advocacy for Lithuanian libraries at the European Union and other forums.

### How did you first find out about the work of the association?<sup>5</sup>



1. Central Intelligence Agency, 2012

2. Freedom House, 2012; Transparency International, 2011

3. "Libraries for Innovation" is a project providing ICT and training for public libraries across Lithuania

4. International Federation of Library Associations and Institutions, 2010

5. Member and non-member survey conducted by the Lithuanian Librarians' Association in June 2011. Number of respondents to this question: 92

**5** **PERÚ** Colegio de Bibliotecólogos del Perú (CBP), the College of Librarians of Peru was formed in 1990. As per the regulations of most professional colleges in Latin America, only graduate degree-qualified librarians are eligible to join.



#### COUNTRY BRIEFING

Located in South America, Perú has overcome terrorism that destabilised the country in the 1980s to become one of the stronger countries in the region. Abundant natural resources in the Amazon region put local populations at risk of displacement and deforestation. The literacy rate was reported at 93% in the 2007 census<sup>1</sup>. Corruption<sup>2</sup> is widespread, but the country is considered “Free” with an open economy and freedom of the press<sup>3</sup> and has a strong cultural heritage due to a mix of ethnicities and traditions.

## IN CONTEXT

Perú has more than 800 libraries<sup>4</sup>, including a large public library network of more than 700 libraries. The National Library coordinates the public library network, legal deposit and cultural heritage.

There are several library schools. The path to becoming a professional librarian can take up to five years of study. ICT is becoming more widely available in libraries, creating a need for training across the country.

The College of Librarians will continue to work with library institutions and associations to modernise libraries, advocate for more favourable legislation affecting libraries, and to provide professional development for all library workers.

### BSLA PROJECT GOALS

- 1. Inclusiveness:** To coordinate CBP activities with other library associations in Peru to be more inclusive
- 2. Profession and advocacy:** To encourage professionalisation of library workers and to promote the value of professional librarians
- 3. Membership:** To increase CBP membership, particularly active members. To encourage new and younger professionals to join CBP

## BSLA IN PERÚ

The College of Librarians worked with core trainer Filiberto Felipe Martínez-Arellano (México) during the initial needs assessment visit, and three further workshops between 2010-2012. Core trainer, Ana María Talavera Ibarra, was elected as CBP Dean (President) in 2010. Between meetings, the Colegio delivered cascade workshops across the country and participated in a number of outreach activities across the region. They replicated the project by delivering a BSLA train-the-trainers workshop in Panama in August 2011, sharing their experience with participants from 10 countries.

## IMPACT

The College of Librarians has restructured and developed strategies to realise its vision to promote policies that contribute to the democratisation of information. The College is now consulted by municipal governments in order to connect with library professionals and organisations for the development of new regional libraries. All libraries and library workers, regardless of membership

status, are now part of CBP's outreach and representation activities. The College partners with other library associations (especially Asociación de Bibliotecarios y Documentalistas Amazónicos, Association of Amazonian Librarians and Documentalists) and consortia.

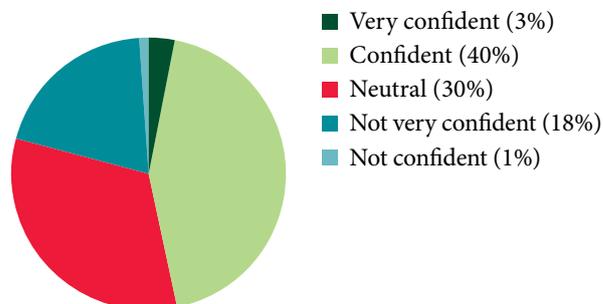
In 2011, Members of the College of Librarians traveled to Iquitos to advocate for the protection of local newspapers that were to be destroyed. Following meetings with local libraries, government officials, and the media, the newspapers were preserved as part of the region's cultural heritage. Following elections in 2010 with a renewed, dynamic board the College has restructured the work of the executive board and committees resulting in more professional and efficient management.

Board members and committees are empowered to represent the College in their own region, increasing participation and visibility of libraries beyond Lima. In Chiclayo, a pilot project to raise the profile of libraries involved activities with more than 200 school children.

## CHALLENGES

The College of Librarians will develop strategies to continue to include all library workers in activities, which could become a model for other associations in the region. The College will build on its growing visibility and consultation by government. At the national level, the College's partnership with the Biblioteca Nacional del Perú, National Library of Peru will support library development and the relationship with the newly created Ministry of Culture.

### How confident are you that any contribution you make to planning in CBP is valued?<sup>5</sup>



1. Central Intelligence Agency, 2012

2. Perú scored 3.4/10 on the 2011 index (Transparency International, 2011)

3. Freedom House, 2012

4. International Federation of Library Associations and Institutions, 2010

5. Member and non-member survey conducted by the College of Librarians in November 2011. Number of respondents to this question: 27

## 6

**UKRAINE** Українська бібліотечна асоціація, Ukrainian Library Association (ULA) was formed after Ukraine's independence, in 1995.

After BSLA, we used SWOT and strategic planning skills to create a renewed regional branch. Now we have 600 members. We do outreach to local government officials, and tell them how libraries are transforming.

**NADIYA BOHZA,**  
MYKOLAYIV OBLAST (REGIONAL) LIBRARY DIRECTOR,  
UKRAINE



#### COUNTRY BRIEFING

Ukraine, in Eastern Europe, gained its independence following the dissolution of the USSR in 1991. The political environment is democratic, though complex and at times unstable.<sup>1</sup> Corruption is of concern to observers.<sup>2</sup> The literacy rate is very high, at more than 99%.<sup>3</sup>

## IN CONTEXT

20 years into the post-Soviet era, Ukraine continues to transition to new attitudes and practices. Libraries are not immune to the massive impact this change has had on every aspect of life in the country.

Libraries are going through a process of modernisation, and ICT is now available at significantly more public libraries. Ukraine has an extremely large network of public libraries, coordinated at the Oblast (Regional) and Raion (District) level across the country. There are around 18,000 public libraries in the country together with several libraries serving national library functions, many academic, ministerial, and special libraries.<sup>4</sup> In such a large country, strong networks beyond the capital, Kyiv, are vital to communicate with librarians and to provide professional development at the local level.

A complicated array of laws and regulations make it difficult for libraries to buy books, and many restrictions on purchasing eBooks are in place. The Ukrainian Library Association has a strong partnership with the publishers' association and they work together on acquisition issues and reading promotion.

## BSLA PROJECT GOALS

- 1. Governance and fundraising:** Skilling people to carry forward the association's agenda to enhance the communication, collaboration, planning and financial skills of board members and regional chapter heads
- 2. Strategy, membership and awareness:** Enhancing the vision of the association and communicating this to members, non-members and partners
- 3. Advocacy:** To position the association as a key organisation to represent libraries to national and local governments on issues of librarian status and library funding

## BSLA IN UKRAINE

Ukrainian Library Association worked with core trainer Gillian Hallam (Australia) during four workshops between 2010-2012. The Vice-President Valentyna Pashkova coordinated further workshops held in Kyiv, and a number of cascade workshops in partnership with local trainers that reached more than 900 librarians. These workshops and activities have strengthened chapters and membership across the country.

## IMPACT

The concerns of libraries are more broadly represented across the whole country, with stronger chapters and improved communication between librarians.

Three new chapters have been formed following an environmental scan by the ULA board, and are performing well. Existing chapters have carried out a number of cascade activities and trainings, and signed up many new members in the process. This has contributed to a 30% increase in the membership of ULA, to a total of 4070 individual and 153 institutional members.

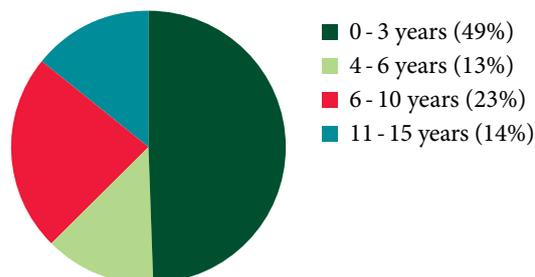
The association has produced a strategic plan, and has identified how the next board should continue its implementation. The Association has become more professional and strategic in its work. The ULA web portal, regular newsletter, and other materials keep librarians continually informed.

The Ukrainian Library Association is now an advocate for the profession, and has met with the government on several topics closely related to library operations such as tenders, funding, and book publishing.

## CHALLENGES

Succession planning is a growing issue as many librarians in the country are close to retirement. The new generation will be encouraged not only to join the profession, but also to become involved in running the association in the future.

### How long have you been a member of the Ukrainian Library Association?<sup>5</sup>



1. Central Intelligence Agency, 2012; Freedom House, 2012

2. Ukraine scored 2.3/10 on the 2011 index (Transparency International, 2011)

3. Central Intelligence Agency, 2012

4. International Federation of Library Associations and Institutions, 2010

5. Member and non-member survey conducted by Bibliomist in cooperation with

Ukrainian Library Association in June 2010. Number of respondents to this question: 247

## COMPARATIVE DATA

### LIBRARIES IN BSLA COUNTRIES<sup>1</sup>

	Botswana	Cameroon <sup>2</sup>	Lebanon	Lithuania	Peru	Ukraine <sup>3</sup>
<b>Population</b>	2,098,018 (2012 estimate)	20,129,878 (2012 estimate)	4,140,289 (2011 estimate)	3,525,761 (2011 estimate)	29,549,517 (2011 estimate)	44,854,065 (2011 estimate)
<b>Urban population</b>	61%	58%	87%	67%	77%	69%
<b>National Library</b> The country does have a National Library?	Yes	Yes <sup>4</sup>	Yes <sup>5</sup>	Yes <sup>6</sup>	Yes	Yes <sup>7</sup>
<b>Estimated number of public libraries in country</b>	32 branch libraries, 68 village reading rooms	10	70	1,335	820	18,172
<b>Estimated number of research libraries in country</b>	1	10	15	19	85	223
<b>School libraries</b>	250 (207 junior secondary school libraries and 27 senior secondary school)	unknown	545	1,183	1,700	17,532
<b>Government funded research libraries</b>	35	18	15	177	50	1,460

1. Source for data reported by Botswana, Lebanon, Lithuania, Peru is IFLA World Report 2010

2. Source for data reported by Cameroon is BSLA project

3. Source for data reported by Ukraine is National Parliamentary Library of Ukraine <http://profy.nplu.org/articles.php?lng=uk&pg=2795>

4. Currently closed, awaiting renovation

5. Not operational since 1999, redevelopment is in the planning stages

6. Open, currently being renovated

7. Ukraine has several national libraries (<http://www.nplu.kiev.ua>): the National Parliamentary Library of Ukraine; the National V. Vernadsky Library of Ukraine; the National Medical Library; the National Historical Library, the National Library of Ukraine for Children and the Book Chamber of Ukraine, which deals with the bibliographic registration of items published in Ukraine.

## ASSOCIATION MEMBERSHIP

Although BSLA was implemented during a difficult financial period in many countries, each association participating in BSLA has achieved an increase in membership.

	Botswana	Cameroon	Lebanon	Lithuania	Peru	Ukraine
<b>Approximate number of library workers in the country</b>	600	100	Fewer than 1,000	6,000	1,200 professionally qualified librarians <sup>1</sup>	69,069
<b>Number of library association members in 2010</b>	51 individual	10	239 members	2,350	230	2,595 individual 121 collective (institutional)
<b>Number of members (2012 to date)</b>	126 individual 22 institutional	33 individual <sup>2</sup>	260 members	2,486	392 individual	4,070 individual 153 collective members <sup>3</sup>
<b>Change since 2010</b>	+ 190%	+ 230%	+ 12%	+ 5%	+ 70%	55%

1. The number of library workers is much higher, but only professionally-qualified librarians who have obtained the Licenciatura degree (with thesis) are eligible to formally join CBP. Librarians who have only a bachelor's degree (the majority of librarians) are not eligible to join.

2. A further 18 members have paid registration, but not this year's fees yet. A further 100 librarians receive communication from ABADCAM and are also considered members.

3. Collective membership category includes institutional members

## COLLABORATION AND NETWORKING

Trainers, in-country coordinators and others have taken part in a number of meetings and outreach activities during their BSLA projects. These meetings have provided an opportunity for countries to collaborate beyond their own borders and regions, and to share strategies.

### MINI-CONGRESS IN BERLIN, 2012

More than 25 representatives from the BSLA country projects, core trainers, and IFLA's partners attended the mini-congress in Berlin, Germany. The meetings provided an ideal opportunity not only for participating BSLA countries to learn from each other, but to network more broadly with other associations and identify opportunities for mentoring on specific topics.

The meeting provided the opportunity to:

- **Network** between BSLA countries
- **Review** the BSLA programme, and results
- **Share** strategies and learning between countries, and trainers
- **Develop** strategies to sustain the projects beyond 2012 - including continuing advocacy, training, and monitoring
- **Observe** the work of the IFLA Management of Library Associations section, and to network with associations beyond the BSLA group

Each association reported on their achievements to date since joining the BSLA programme. These included increases in membership, success in obtaining government grants, reading campaigns, and advocacy.

## OUTREACH AND REPRESENTATION

Project coordinators, presidents and trainers met during the annual IFLA conferences in Gothenburg (2010), Puerto Rico (2011) and Helsinki (2012) to take part in presentations to the broader library community and to discuss their projects.

Several associations took part in outreach activities at their regional conferences including the Annual Crimea International Library Conference in Sudak, IFLA regional meetings in Africa, Asia and Oceania, and Latin America and the Caribbean, and the Standing Conference of Eastern, Central and South Africa Library and. Information Associations (SCECSAL) and Congress of Southeast Asian Librarians (CONSAL).

## CROSS-COUNTRY CHALLENGES

The programme offered a number of opportunities for cross-country networking and problem-solving. Throughout the programme, associations have identified challenges where solutions could be sought in collaboration with other associations, core trainers, mentors, and through the BSLA training. Some of the challenges noted by associations included:

- How associations can best represent the whole library community
- Engaging the international library community (developing regional collaborations and networks)
- How to sustain the momentum of BSLA
- Retaining members, financial sustainability
- Increasing visibility of libraries to stakeholders for successful advocacy



The mini-Congress in Berlin was especially useful. I was surprised by a variety of participating countries and various stages of organisational development their associations are at.

YAROSLAVA TYTARENKO, IN-COUNTRY COORDINATOR UKRAINE

# BSLA has the potential to make real positive changes for library associations and the libraries all over the world.

WINNIE VITZANSKY (DENMARK), CORE TRAINER BOTSWANA

## BSLA AROUND THE WORLD

Additional country projects, workshops, and small projects supported by IFLA ALP have seen BSLA implemented in a number of countries since 2010:

### Country project

Nepal 2011-2012, Nepal Community Library Association in partnership with Nepal Library Association

### IFLA ALP projects

- Argentina, Asociación de Bibliotecarios Graduados, Library Association of Argentina  
*Workshops on communication, transparency, and sustaining the association*
- Kazakhstan, The Library Association of the Republic of Kazakhstan  
*Library associations in society*
- Madagascar  
*To establish a national association*
- Russia, Russian Library Association  
*To renew the association's strategy & develop a Code of Ethics*
- Samoa, Library Association of Samoa  
*Library associations in society, and advocacy through Library Week*
- South Eastern Europe, Croatian Library Association  
*Regional collaboration for association leadership and advocacy*
- Vietnam, Vietnamese Library Association  
*Leadership for the association's board, branch leaders, and new professionals*

## TRAIN-THE-TRAINER

IFLA supports trainers at the regional level to cascade BSLA within their own country and the region. These workshops held in 2011 have led to a number of cascade activities in participating countries and new projects.

- **Arab-speaking library associations**  
Egypt, Lebanon, Palestinian Territories, Sudan
- **Central and South America**  
Panama, México, Brasil, Perú, Costa Rica, El Salvador, Guatemala, Honduras, Bolivia
- **Caribbean and Central America**  
Puerto Rico, Guyana, Curaçao, Trinidad and Tobago, St Lucia

## ACCESS THE PROGRAMME

All IFLA members have access to the BSLA programme through:

- **Online Platform:** A high-quality resource providing downloadable training materials, case studies, and interactive learning activities
- **Partnerships:** Associations can collaborate with other associations to seek funding, share resources, and form mentoring partnerships to deliver the programme

BSLA can be implemented in many different ways, from structured multi-year country projects to presentations during meetings, or for online learning. This flexibility enables associations to source the information they need from the programme on a broad range of topics to support their advocacy work, strategy, and sustainability.

## FUTURE OF THE BSLA PROGRAMME

Each association began their participation in BSLA in a different place, with different needs. Some associations had difficulties contacting and influencing policymakers. Others needed to restructure to be able to have a stronger advocacy role. In just two years the first six country projects have achieved strong progress towards their goals. Often, as they began working towards their goals, new goals or issues emerged such as a need for more funding, changes to government, or the need to sustain the association's leadership.

IFLA has worked with the associations participating in the six country projects during their final evaluation meetings to identify strategies to sustain development and continue monitoring after the two-year projects end. Each association now has the knowledge and experience of this programme to carry it forward within their country and region.

The IFLA BSLA programme has enabled associations to strengthen themselves, and to focus on the issues that are most important in their regional and national context. Board members, committee members and individuals point to increased confidence in their own abilities to lead their association, and the profession in their country as the most significant impact of the programme.

Through BSLA, associations are making real and lasting change to benefit their communities and library users.

**Access the programme:** <http://www.ifla.org/bsla>

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2012

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