

ASEAN Integration : Cross Border Mobility of Librarians – Indonesia

By

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1. Libraries

Until the end of 2013, in the State of Indonesia, with a population of about **237.556.363** million people, there are already **251 448 libraries**¹. They consist of: 1 National Libraries, 499 Public Libraries, 19,280 Community Libraries / Village libraries, 3226 Academic Libraries, 1802 Special Libraries, and 226 640 School Libraries.

To be able to serve all types of library users, the number of the above is still not enough. Most libraries are located in urban areas. The communities in rural areas have not all received library services yet. There are mobile libraries but still in limited quantities.

The number of libraries as mentioned above provide employment opportunities for librarians. Indonesia needs a lot of librarians, especially professional librarians. As an example, school libraries are generally managed by teachers (with no qualification as librarians) acting as librarians or administration staff. Similarly, many public libraries are operated by non-professional personnel.

Government and community commitment is still very low and limited. Establishing libraries require sufficient funds and professional personnel. Therefore, the growth of libraries is very slow. Many libraries are unable to provide good service and some have to be closed after operating a few months.

Another problem facing Indonesia is the low interest in reading. Reading is not the people's basic needs, like eating and drinking. Low interest in reading among others due to: (a). teaching and learning system that is not yet based on libraries; (b). the proliferation of electronic media such as TV, video, Internet, cellular phones, (c). language barriers, especially English (the majority of library collections are in English - ?).

According to research from UNESCO in 2011² index reading level of Indonesian society is only 0.001 percent, meaning that there is only 1 person out of 1000 people who

¹ Data from National Library of Republic Indonesia

² Syaruddin El Fikri " Menumbuhkan Minat Baca".—*Republika*, Sabtu, 23 Mei 2015

want to read seriously. The condition puts Indonesia at position 124 out of 187 countries in the Human Development Index ratings.

2. Librarians

Since 1988 , a librarian in Indonesia has been recognized as "functional librarian" . Librarian profession is recognized as equal to other professions such as teachers , professors, researchers , judges. Requirements to become a librarian in Indonesia are minimal with a Diploma (D2) ³ in library and information science from higher education institutions, then apply voluntarily to become a librarian.

Nowadays, many library staff who do not have the minimum qualification mentioned above, but they have worked in the library for many years, this means that they are not librarians. In order to invite as many as library staff to be a librarian, the National Library of the Republic of Indonesia (NLRI) conducts special training known as Library Training for Skilled Librarian (*Pustakawan Tingkat Trampil/CPTT*) and Library Training for Expert Librarian (*Pustakawan Tingkat Ahli /CPTA*). Training for skilled librarian is **481 training hours** and training for expert librarian is **628 training hours**.

As of the latest data (2013)⁴ there are approximately 3,062 librarians who work on various types of government libraries. As a functional position, librarians get some advantages, among others: (a). promotion in accordance with productivity and creativity, (b). getting a functional allowance in accordance with the position and (c). has the right to a pension until the age of 60-65 years.

There are 7 (seven) grades of librarians. Beside a regular salary, librarians also have a functional extra salary⁵ The details as can be seen at Table 1 below:

Table 1: Librarians' Grade and its Extra Functional Salary

No	Grade	Functional Extra Salary	Retired
1	Pustakawan Pelaksana (the lowest level)	Rp. 350.000.--*)	58 year
2	Pustakawan Pelaksana Lanjutan	Rp. 420.000.-	58 year
3	Pustskawan penyelia	Rp. 520.000.--	58 year
4	Pustakawan Pertama	Rp..700.000.-	58 year

³ Minimum >80 credits and about 2 (two) study at higher education institutions

⁴ Data from National Library Republic of Indonesia, 2014

⁵ Government Rules No. 71 Tahun 2013 on librarian functional salary (PP No. 71 tahun 2013 tentang Tugangan Fungsional Pustakawan)

5	Pustskawan Muda	Rp. 800.000.-	58 year
6	Pustskawan Madya	Rp. 1.100.000.-	60 year
	Pustakawan Utama (The highest level)	Rp. 1.300.000.-	65 year

*) Exchange rates (Mei 2015) 1 US\$ = Rp. 13.125.00-

3. Education and Training

There are two systems of library and information science education in Indonesia, formal and non formal education. The formal education is conducted at the higher education level and non-formal education is conducted by many institutions, associations, and organizations.

The formal education in library and information science education was started by two years courses at 20th October 1952 under the Department of Education Republic of Indonesia. In 1961 the education was integrated to the University of Indonesia.. Nowadays (2014) ⁶ there are: **22 Undergraduate Programs**, (Sarjana / S1), **6 Master Programs** (Magister /S2) and **22 Diploma Programs** (Diploma/ D3). There is no Doctor (PhD) Program in Indonesia. The Departement of Library and Information Science of the University of Indonesia is preparing to open Doctor Program (PhD) Program..

Sarjana Program (S1) and Pascasarjana Program (S2/ S3) are also known as **Academic Programs**, while Diploma/D3 is known as a **Vocational Program**. The Academic program prepares student to master, apply and enhance science and technology. The Vocational program prepares student to have a special skills for working⁷.

The majority of the existing library and information science schools are registered with the Department of Education and Culture Republic of Indonesia. The schools are also accredited by an independent institution called the National Accreditation Board (Badan Akreditasi National).

The non-formal education is in the forms of short training, courses, internship, etc. and conducted by many institutions, or association. The NLRI has released the standards and guidelines for the accreditation and certification of non formal library education. They are training for professional librarians, technical librarians, managerial librarians, head of library schools and staff of library schools. The topics and the length of training are varied and depend on the budget and the time available.

⁶ Zulfikar Zen. *Prifile of Library and Information science education in Indonesia*.—Jakarta: Indonesia Library Association, 2014 p. 24-70

⁷ Indonesia: Higher Education Act No. 12 Year 2012 on Higher Education

4. Certification of Professional Competency

In order to improve and to maintain the competence of Indonesian librarians, the Indonesian Library Association (ILA) with the support of National Library of Republic of Indonesia (NLRI) has established on **March 14, 2013** a ***Professional Certification Agency for Librarian*** (PCAL), known as *Lembaga Sertifikasi Profesi Pustakawan (LSPP)*. It is an independent agency aimed to furnish certification of librarians. PCAL managed independently by various elements of librarians and library organizations. The main objectives of the PCAL is to conduct competency certification for professional librarians.

Various parties will benefit from the Librarian Competency Certification (LCC)⁸ They are :

1. **Librarian** - LCC helps librarians to convince the library where she/he works and the users of the library that he/she is competent in work; increase librarian's self confidence; career planning; measuring the level of achievement of competence; gain recognition across sectors; meet regulatory requirements, promotion, etc.
2. **Library** - LCC convinces users of the library that services are provided by personnel who are competent in its field; data collection and personnel recruitment based on competency; improved productivity, etc.
3. **Education and Training Institutions** - LCC helps ensure the suitability (link and match) between the competencies of graduates to the demands in the workplace. Therefore, there is an improvement of efficiency in education and training programs.
4. **The Government** - LCC ensures achievement of the program in the field of human resource development in library

In carrying out its duties and functions, the Librarian Professional Certification Agency (LPCA) prepared the ***Indonesian National Work Competence Standards*** (INWCS). The concept of INWCS is the formulation of workability which covers aspects of knowledge, skills and attitudes that are relevant to the duties of librarians. The term of office are determined in accordance with the provisions of the applicable laws and regulations.

⁸ Endang Ernawati 'Sertifikasi Kompetensi Sebagai pengakuan Aktualisasi Dri Pustakawan Untuk Mewujudkan Daya saing dalam Menghadapi MEA 2015" .—*Makalah* pada Seminar Ilmiah dan Rapat Kerja Pusat Ikatan Pustakawan Indonesia XIX di Pontianak, 8-12 Oktober 2014

- There are 4 (four)⁹ main objectives of INWCS in the library field, namely:
- a). to improve the professionalism of librarians in performing its role as a mediator and facilitator of information;
 - b). to perform benchmarking for librarians;
 - c). to generate grouping of librarians' expertise in accordance with the standardization that has been validated by the certification body; and
 - d). to provide standards and code of ethics for the library profession.

In INWCS, the knowledge and skills are embodied in 3 (three)¹⁰ groups of units of competence, they are:

- a). **General competencies.** The general competencies are the common basic competencies that must be possessed by every librarian to perform the library tasks. General competencies include: (1) Operate computer at the basic level, (2) Develop library work plan (RKP), (3) Create library work report (PPR). The general competencies are inherent in the core and specialized competencies.
- b). **Core competencies.** The core competencies are the basic competencies that must be owned by every librarian in carrying out the library tasks. Core competencies include the competency units required to work on core tasks and must be mastered by the librarian. Core competencies include: (1) Library materials selection, (2) Conducting procurement of library materials, (3) Doing descriptive cataloging, (4) Doing subject cataloging, (5) Maintaining library collections care, (6) Performing circulation services, (7) Conducting reference service, (8) Doing simple information retrieval, (9) Doing library promotion, (10) Conducting information literacy, (11) Utilizing the internet network for library services.
- c). **Special competencies.** The special competencies are the advanced competencies, which include: (1) Conducting library studies or user studies, (2) Writing a scientific paper, (3) Write a secondary literature, (4) Performing preservation of library collections, (5) Doing complex information retrieval , (6) Library building design and furniture (?).

Despite the many advantages of having a certification for librarians, many librarians are not interested to take the competency test and to be certified. The main problem is the lack of official recognition and rewards such as salary or promotion. In

⁹ Lembaga Sertifikasi Profesi Pustakawan. *Tugas dan fungsi Lembaga Sertifikasi Profesi Pustakawan*. .— Jakarta LSPP, 2013

¹⁰ Lembaga Sertifikasi Profesi Pustakawan Idem

Indonesia, the teacher who holds a certificate will receive an additional salary over his/her regular salary, but not yet for the certified librarians.

Taking the librarian's competency test require funds. Therefore, the government must provide adequate funding so that many librarians will have a certificate. However, as an independent institution, LPCA can seek funding from various sources, including from participants who have to pay personally.

5. Restriction for Foreign Professionals

In accordance with existing regulations, anyone who works in Indonesia, must obtain a work permit from the Ministry of Manpower and Transmigration for them to be given a work visa. In general, the foreign workers are mainly working in the private sector, such as non-governmental organizations or international institutions.

From the existing data, foreign librarians who work in Indonesia is still very limited and only on certain libraries and in big cities. Most of them are working in special libraries, academic libraries, and international school libraries.

Based on the experience of several libraries¹¹ that have or have had professional librarians from foreign countries, it is very productive. Directly or indirectly, the professional librarians can develop the competence of local librarians. One thing that is not uncommon is that the salary received by foreign librarians are usually higher than the salary of local librarians, although they have the same job.

¹¹ Interview with Ibu Endang Ernawati, she is a senior librarian at Bina Nusantara University Jakarta. 15 Mei 2015 di Jakarta. The director of Bina Nusantara University library is professional librarian from the Philippines.