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EDITORIAL

My first duty as incoming editor must be to thank my predecessor, Robi Doust, for his hard work which resulted in the production of three double issues of the journal in a year, thus reducing our publishing backlog. The last issue in particular produced a number of favourable comments. His policy of printing current information rather than stale news, regardless of cover date, will be continued.

The 21st Annual Conference (a summary of which appears in this issue) was a great success. The Matabeleland Branch of the association is to be congratulated on its organisation and hospitality. The most encouraging feature was, after years of official inertia, this government's concern with establishing a truly national library service. The guest speaker, Mr. C. Masiri, the Chief Cultural Officer with the Ministry of Education and Culture, made it clear that the establishment of such a service is one of the ministry's priorities.

A lot of rude things have been said recently about the retail price of imports in this country (even the editor has been known to use intemperate language on the subject). There is no doubt that booksellers have had a difficult time, particularly during the sanctions years. With the introduction of differential import duties, the situation has improved. The association has made vain efforts to discover from the book industry the formula by which prices are calculated. The formula is officially laid down by the Ministry of Trade and Commerce and, by divulging it, booksellers could avoid charges of profiteering. Unfortunately, the Ministry of Trade and Commerce has not divulged the formula to the association.

Mrs. Craven was invited to contribute the article which appears in this issue of the journal. Mrs. Craven, a former member of the association, wrote an excellent article on the subject. Unfortunately, the Ministry of Trade and Commerce has not divulged the formula to the association.

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Chairman's Column

Writing after the Annual General Meeting and Conference, I thought I should find myself sighing with relief—but ugh! No relief yet from another year at the job of driving others mad.

I say mad, because I was recently confronted by some members who were raging mad because they did not know what was going on in Council. Despite my pleas that whatever happened in council should be reported to the branches by their representatives, my friends did not want to hear that; they wanted information.

A solution seems to have presented itself through the editor of Zimbabwe Librarian. There will be a space reserved for a Chairman's Column in which he can keep members informed of Council's activities. Thanks, editor!

But in this issue, I am only reporting stale news which has been covered in my 1980-81 report. As you all know, the responsibility for libraries has been transferred to the Division of Culture in the Ministry of Education and Culture. We welcome this move.

Libraries are cultural organisations with a bearing on education. We only hope the Ministry will take seriously our concern with the establishment of a national library service as a matter of urgency.

A positive step this year has been the Ministry's appointment of a national library service. We must be congratulated on the speed with which the report was produced.

February-Annual Report

Ministry and the British Council made it possible for Mr. W. Alison to come from the U.K. and make recommendations to the Ministry. Mr. Alison is a member of the American Library Association and the International Federation of Library Associations. He will make recommendations to the Ministry of Culture.

The report is now out and Council is studying it with a view to putting its views to the Ministry. Mr. Alison must be congratulated on the speed with which he made his tour and produced the report.

Ministry and the British Council

We, as brokers for all furniture, shelving and shopfittings, have been approached by several other organisations for the exchange of information. We would like to work with several other organisations.

The membership of the ZLA has grown steadily this past year. The total personal, institutional and schools membership is 289, compared with 220 in 1979.
Readers need books

The Twenty-first Annual General Meeting

and Conference of the Zimbabwe Library

Association

Bulawayo, 25-26 April 1981

The Twenty-first Annual General Meeting

DISCUSSION AT THE A.G.M.

Annual General Meeting

For the first time in its history, the association has enjoyed an increase in income. This income was £7,976,696 in the year ended 30th April 1981, compared with £6,065,000 in the previous year. This increase is due to the successful implementation of the association's new subscription policy, which was introduced last year.

Mr. C. Musiwa, Chief Cultural Officer in the Ministry of Education and Culture, spoke of the association's role in promoting the use of libraries and the importance of having a well-equipped library service in the country. He said that the association was working towards the establishment of a national library system, which would provide access to information and knowledge for all citizens.

Mr. W. Alison, Director of Libraries for the City of Salisbury, spoke about the progress that had been made in the provision of library facilities in the city. He said that the library had been expanded and new branches had been opened.

Mr. N. R. M. Tanyongana, Regional Director of Education in Matabeleland, paid tribute to the efforts of Mr. Dugald Niven, Mr. Norman Johnson, and Mrs. Karen Jessen. He said that much remained to be done, however, and that the association should continue to work towards the establishment of a national library system.

Mr. Musiwa also spoke about the importance of libraries in the education of children and the need for more resources to be allocated to the library service.

The meeting ended with a vote of thanks to the chairman and the association's officers.
Readers need books

NEW RELEASES

The changing skyline of Bulawayo: 1890-1980
by Alex D. Jack, ARIBA and Donald Cobban.

Matabeleland: by Alexander Davis.

A literary gem. Prose, poems and water-colour illustrations by this talented author.

A delightfully illustrated history of African hunting.
Readers need hooks

The Dunn & Wilson Group Ltd. announce that Dunn & Wilson (Leeds) Ltd. and Junior Books Ltd. are combining to form a new bookselling organisation, The Morley Book Co. Ltd. All orders and enquiries should now be sent to:

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Obstacles

Turning to the reading needs of new literates, Mrs Dean said that one of their chief obstacles was the lack of suitable graded vernacular leaflets which explained new literates was the ease with which they relapsed into illiteracy. ALOZ had a book production programme which was designed to address this need. However, the programme was inadequate and there was an urgent need for the production of material for new literates. Books should be supplied through a national network of small or mobile libraries.

The conference concluded with three films on library services shown by Mr E. Chipunza of the British Council Library.
L. CRAVEN

* Mrs Craven is manager of Alpha Books.

Book prices in Zimbabwe

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Book prices in Zimbabwe

L. CRAVEN

The high prices charged for books sold in bookshops compared with the published prices I find difficult to understand or accept. I believe the mark up to be excessively high.

1. CRAVEN

1981, p. 3

Education and Culture (The Herald, 6 April)

Senator Joseph Chifunyelwa, Deputy Minister of Education.

This exploitation stopped when the retail cost of imported books is the subject of my ministry to have some control over. I believe the mark up to be excessive, but not so high as to be unmanageable.


In discussing the price of books in Zimbabwe, it must first of all be remembered that the bookseller is not only constrained by the size of the profit margin permitted by the publisher, but also by his need to make a profit from his sales. The bookseller is thus in a difficult position, as he has to balance the need to make a profit with the need to sell the books. The bookseller relies on discounts from the publisher for his mark-up, but these are often not enough to cover the cost of the books. In the case of locally published books, the margin permitted might be small even if discounts to the final consumer were not traditional and obligatory, as is the case with books imported and sold abroad. The higher the discount, the greater the risk for the bookseller, as he is left with a smaller margin. The bookseller therefore relies on the price set by the publisher and is permitted to convert this price in accordance with the currency factors set by the Price Controller. The bookseller is thus at the mercy of the publisher, who sets the price.
Book prices

In the case of books imported from Britain, the bookseller has to pay the cost of carriage into Zimbabwe. British postal rates have more than trebled in the last three years and are now so heavy that they almost nullify any discount advantage. Charges

The recent delay problems experienced by all booksellers, due to the continual strike action by the postal workers, have forced many Zimbabwe bookshops to import most if not all of their purchases from abroad by air-freight, thus making the carriage charge considerably heavier. Discounts to the final customer are again obligatory and traditional, and, in the case of educational and technical books, the bookseller has to carry increasingly heavy packing and carriage charges.

Spiralling costs

It will be seen that the price of a book in Zimbabwe is governed by circumstances which take no account of the retail booksellers' spiralling costs. A case is not being made here for the rescinding of the net book agreement. In countries where it has fallen away the only persons who have benefited have been those members of the public who read only the latest bestseller in paper-back.

Labour

Bookselling is, by and large, a labour intensive commercial activity and employees in the book trade must generally be of a higher intellectual standard than in many other retail enterprises. Booksellers compete for staff, not with other retailers, but with commercial and professional organisations — and must pay salaries accordingly.

Credit

The use of borrowing and overdraft facilities has always been expensive and has now become almost prohibitively so. Yet educational booksellers must give very long credit facilities to schools. At any stage during the year a bookseller may be owed a very considerable part of his annual turnover by his customers.

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Continuing Education

Continuing Education

are covered by a number of subjects areas of study for the Continuing Education in Library Science degree at the Cardiff University. The Department of Library Science, the Centre for Continuing Education, and the Cardiff University Library co-ordinate the delivery of these courses.

The initial education and training of librarians, or any other group of professionals, should be seen not as the end, but as the beginning of a continuous process of professional development. Continuing Education is a key part of this learning process, and, as such, it is an integral part of a lifelong learning process stretching from the womb to the tomb. In Shona they say *kufunda hakaperi* and in Ndebele *ukufunda akupheli.* Literally, "learning does not end."

The initial education and training of librarians, or any other group of professionals, should be seen not as a fixed quantity but as a continuum covering the whole of one's professional and, indeed, personal life. In 1974 Elizabeth Stone of the Graduate Department of Library Science, the Catholic University of America and her team investigating the need for a nationally co-ordinated programme of continuing education in librarianship in America, took the same view as the one taken by the Carnegie Commission on Higher Education in 1970, that "education should not end when the formal educational process is completed. The process of formal education and training is merely the beginning of a continuous and life-long learning process for the professional."

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Deforestation in Zimbabwe: Problems and Prospects

A pamphlet (35 pp.) by J. R. Whitlow, Department of Geography, University of Zimbabwe, being a supplement to Zambezia, the journal of the University of Zimbabwe, 1980. Price: Z$2.50

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Price: Z$2.50

Available from

The Publications Officer
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Current trends become more a part of all of life, and
less all of a part of life.”

Open-ended continuing education, unlike the traditional model of education where formal lectures and examinations are the main components, should co-exist with life, and

The need to prepare staff for potential
problems and immediate changes
in their commitment to life is vital.

(b) The need to keep up with the
continuing education.

Open-ended continuing education should be seen as
the multi-faceted ongoing educational process contributing to the professional growth of the qualified librarian. These may include formal course work or research leading to some recognised qualification, visits to other libraries, exchange of experience seminars, in-service training, writing or editing for publication and the like.

In the U.K. short courses and workshops are regularly conducted in various parts of the country. Open-ended continuing education is responding to:

(a) The need for personal development — the intellectual, professional and social growth of people in the profession. One needs to be exposed to the wider world outside one’s own rather limited immediate environment so that one’s ideas and methods can be scrutinised and challenged by other practitioners from different situations.

(b) The need to keep up with the latest developments in order to guard against professional obsolescence and/or too much parochialism. Society, technology, resources, and approaches to problems are constantly changing; so must the professionals. It is vital.

(c) The need to motivate staff so as to reinforce and, hopefully, sustain their commitment to the profession.

(d) The need to help individuals become more aware of their own ability to be creative and productive. If one is not directly involved one cannot realise one’s potential.

(e) The need to prepare staff for potential
problems and immediate changes.
Current trends

Current trends

(f) A desire to improve the performance/productivity of existing staff. This is likely to benefit both the individual and the employer. It must be conceded here that it is singularly difficult to quantify any benefits of this kind with any degree of precision.

(g) The need to promote the profession as a whole, especially in the so-called developing countries where, in the majority of cases, librarianship and library services are evidently still relatively underdeveloped.

(h) The need to stimulate and/or sharpen the spirit of intellectual curiosity which should, in turn, lead to self-education and self-criticism, both of which tend to promote the continuing education process.

One would like to think that many will not argue against the need to advance continuing education in the profession.

Responsibility

The biggest problem is one of attempting to establish who can/should bear the responsibility for this very necessary if not vital activity. Is it to be the employer, the individual, the professional body, or the professional training institution?

The last example is, of course, out of the question for us in Zimbabwe since we do not have a training institution at the present time. Hence, an enormous responsibility rests on the shoulders of the employer, the individual, and perhaps more heavily on the professional association.

The Zimbabwe Library Association will have to harness itself to the task of carrying out a number of activities which, in countries like Britain, are undertaken by a wide variety of organisations, including schools of librarianship. Such activities would include, among other things:

(a) Continuing education programs on regional, national and even international bases.

(b) Professional consultancy and general advisory services to employers, practising librarians or any other interested parties.

(c) Research into special library problems either on request or as a means of gaining relevant further qualifications, instead of merely spreading the infection of what has been euphemistically called the "education explosion." Most of what has been written on librarianship and library services in this part of the world tends to be theoretical, descriptive or historical. Original research is still very much virgin land.

(d) Production and acquisition of a wide variety of teaching and learning resources in librarianship for when Zimbabwe has suitable training facilities in the field. It is time we started working on the endemic problem which R.C. Benge describes as "the cultural predicament" of the Third World. The best advice that one can give is: "be not afraid of going; be only afraid of standing still" — Japanese aphorism.

Education for Librarianship

The rapidly changing technological, economic and social environment has forced, and continues to force, British schools of librarianship to change, modify or adapt their curricula, their teaching and learning methods accordingly, especially since the early 1970s. In accordance with one of the basic tenets of self-preservation, times change and we must change with them. Subjects such as, for example, book history, library automation, media studies (A/V) and related aids, library users' education and community studies are now part of the core syllabus. The overall emphasis on education and training has increased, whereas the emphasis on theoretical study has decreased. The emphasis on research in librarianship has remained unchanged, however, the teaching and learning methods in both the teaching and research methods in both education and research are changing. The teaching methods emphasis is still very much virgin land of this type of instruction. The emphasis is to be expected, however, if one looks at the part of the world which has been treated as peripheral for more than 50 years (Africa and Latin America), then one can be left with a feeling of guilt.

The Rapidly Changing Education and Training Environment

The Zimbabwe Library Association

Mr. Mupawaenda is Deputy Librarian, University of Zimbabwe.

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The Rapidly Changing Education and Training Environment

The Zimbabwe Library Association

Mr. Mupawaenda is Deputy Librarian, University of Zimbabwe.
The National Archives has reproduced ten colour prints of paintings of historical interest from its rich collection of pictorial documents relating to the Zimbabwean past:

THOMAS BAINES (1820-75)
1. Victoria Falls from the West
2. Victoria Falls from the East
3. Devil's Cataract, Victoria Falls
4. Zanjuela, Boatman of the Rapids
5. Hartley Finds Gold

EDMUND CALDWELL (1851-1930)
7, 8, 9 Visit of Lord Selborne, 1906 (records a hunting trip in Mashonaland).
10. The Inxwala or First Fruits Ceremony (depicts Lobengula).

Each print (overall size 365 x 500 mm) is captioned with title and artist's name; descriptive labels are provided.

The cost including packing, postage and registration is $3 (£2.50, US$5, R4.50) per print; set of ten prints $30 (£22.50, US$46, R40).

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Library Association Structure

**Entry requirements**
- GCE passes (2 at A level) or First degree (any subject)
- 1 year's supervised experience in a library
- Joint honours or 2-year BA/BA degree
- 1-year Professional Diploma in Librarianship

**Admission to the LA register**
- 3/4 year degree in librarianship or 'joint honours' postgraduate diploma/MA/MSc — 1 year approximately
- 1 year's supervised experience in a library

**FLA (Fellowship of the Library Association)**
- 3 years' further experience; report and interview

**First Professional Qualification**
- LLA (Licentiate of the Library Association)
- ALA (Associate of the Library Association)
- FLA (Fellowship of the Library Association)
- Higher degrees in librarianship (MA, M.Phil, PhD.)

**Informal continuing education**
- Short courses, workshops, conferences etc. organised by library and information service organisations.
- Continuing education for formal qualifications
- Experience during the Leeds School course, the majority of such practitioners tend to adopt a refreshingly practical and positive approach to problems. In a nutshell, the teaching techniques being applied are becoming increasingly problem-centred — a more meaningful marriage between theory and practice than ever before. The Library Association is no longer the supreme examining body; the teaching emphasis is now on developing positive attitudes towards the acquisition of skills which are of value beyond the confines of specific problem situations. It is to be hoped that the emphasis on the Leeds School will lead to the development of a more meaningful marriage between theory and practice than ever before.

In the past, there was an unbridled tendency to concentrate on teaching subjects for an examination period and to neglect the development of practical skills during the period of study. As a result, the student was left with a haphazard collection of rules and regulations which he could barely remember on the completion of the course.

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Current trends

The largest number of library schools are departments within polytechnics whose academic qualifications are validated by the CNAA.

There is, as yet, no national plan or policy for teaching librarianship in Britain, though one is being strongly advocated. A diagrammatic summary of a new revised structure of librarianship courses offered in Britain appears in the box. It was approved by the LA and is due to be implemented in 1981.

While still on the important subject of education for librarianship, perhaps one should comment on some of the major problems that tend to hamper progress in the training of librarians in many African countries.

Local training

Indigenisation of training is fine, but still remains only an ideal in most situations. The teaching and learning resources, both material and human, the facilities and the environment conducive to proper training are either severely limited or virtually non-existent especially in Southern Africa, barring South Africa. We are currently dependent, at least in Zimbabwe, on overseas publishing, publications developed under conditions which are outside the African context.

It would appear that publishing, librarianship and library services are still a Cinderella or occupy a lowly position on the scale of preferences in national development programmes of most economically less developed African countries, though considerable progress has been made in many areas in recent years.

This state of affairs is not surprising because people will, naturally, prefer bread to books when and where resources are scarce or diminishing.

To be continued.

John Sharp's Law

The First Law of Library Science might be "There's no such thing", and the Second "A librarian's ability to run a library varies inversely with his knowledge of literature".

John Sharp (Library Association Record, 83(4), April 1981, p. 192)

You at Library School

What they didn't teach

Library assistants. By Robin Doust

The second in a series of practical hints for library assistants, by Robin Doust

There is nothing more annoying than for a reader to return a book to the library in which the return date on the date label is unreadable. Usually this means that the reader's ticket cannot be found, and it can also lead to acrimonious arguments where the question of an overdue book fine arises.

A good librarian will try to see that this problem does not arise by getting into a regular routine before leaving the library. This involves ensuring that all rubber stamp pads are closed at the end of the day, and then dipping them in ink before leaving. Another evening routine affecting date stamps (both the rubber and metal types) is to remember to apply ink to the ink pads when returned before going home. If this is done, the ink will last much longer, and the pad will be ready for immediate use the next day.

Another routine to observe is to fill ink pads when required before going home. If this is done, the ink will last much longer, and the pad will be ready for immediate use the next day.

The problem of returning books before leaving the library is frequently encountered in African countries, where the heat causes the ink to dry out rapidly. Closing the lid at night prevents the ink from evaporating (and keeps dust and dirt away), whilst turning the pad upside down makes the ink come to the working surface of the pad, making it nicely damp in time for use the following day.

Another evening routine affecting date stamps (both the rubber and metal types) is to remember to apply ink to the ink pads when returned before going home. If this is done, the ink will last much longer, and the pad will be ready for immediate use the next day.

Warning: You have been/You haven't been taught that loaned or borrowed books are due to be returned before the due date, and that the liner's ticket cannot be found. You have been taught that the liner's ticket cannot be found, and it can also lead to acrimonious arguments where the question of an overdue book fine arises.

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reviews

All about library manuals

This useful booklet should convince any librarian working without a manual of the necessity for one and supply the motivation to produce one. The simple, clear instructions on how to go about constructing a manual will be of great help and the result an invaluable aid to new library employees.

Rosemary Molam

International books inprint: English language titles published outside the U.S.A. and the United Kingdom.


K.G. Saur of Munich, New York, Paris and London — well known for their useful library tools — have added this annual publication to their list. It should prove valuable to libraries not subscribing to the Cumulative book index which also records books published in English from all world sources, on a monthly, quarterly and cumulated basis. The work is also a useful guide to foreign publishers publishing in English and is simple to use and clearly printed.

The contents are cited precisely as follows:

* Suggestions for use
* List of abbreviations
  * General abbreviations
  * Country codes and currency symbols
  * Author/title index, A-K
  * Author/title index, L-Z
  * List of publishers

The value of this type of publication lies in its prompt appearance. The 1980 edition should have been out early in 1981, but has not yet appeared. We look forward to the next volume.

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in brief

Mr Burke.

The librarian of Parliament, Mr E.E. Burke, M.L.A., F.L.A., retired for the second time in June 1981. Mr Burke came to this country from the United States of America in 1946 when he joined the National Archives as librarian. He was succeeded by the then- director, Mr W.C. Hope Gurure B.A., Dip. Lib. The library of Parliament's Mr Burke is succeeded by Mr W.C. Hope Gurure B.A., Dip. Lib.

IN BRIEF

Mr Burke.

Mr Burke was educated at the University of Zimbabwe and took up the post of librarian of the Central Library of the Zimbabwe National University of Rhodesia in 1977. He has since worked at the Central Library of the University of Zimbabwe, the University of Zimbabwe Library and the University of Zimbabwe Library. Mr Burke has been elected to the Board of the Library Association of Zimbabwe and has held numerous offices in the association. He was the moving force behind the creation of the Library Association of Zimbabwe and has held numerous offices in the association culminating in his present appointment as Honorary President in 1978.

Mr Burke is succeeded by Mr W.C. Hope Gurure B.A., Dip. Lib.

Our best wishes go to Mrs Alison Orpen (nee Henwood) on her recent marriage. She has resigned from her post as science and engineering reference librarian and has been appointed to the position of assistant librarian in the Government Library in Bulawayo.

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