

CODE OF ETHICS FOR PHILIPPINE LIBRARIANS, CODE OF ETHICS OF INDONESIAN LIBRARIANS AND CODE OF ETHICS FOR MALAYSIAN LIBRARIANS: A COMPARATIVE STUDY

Nimphas E. Javier

Cavite State University, Philippines
Email: nimfa.javier@cvsu.edu.ph

INTRODUCTION

Background of the Study

Professional ethics provides us means to solve certain ethical problems related to a certain profession, in this case, health care. Professional ethics is usually presented as guidelines and rules, but it can be demanding to apply these to complex situations, that call for sensitivity to circumstances and the individuals in question. Thus, professional ethics cannot be only about abiding by the rules, but constant awareness to the rights and needs of the clients or patients, and critical thinking in the cross-fire of ethics, rules, conventions and difficulties of social interaction (Paalanen and Hopia, 2019).

Professional ethics are the principles of conduct that govern an individual or a group. Recognizing the importance of having a code of ethics, library associations have a long history of developing and promoting ethics for our profession (Hoffman, 2005).

Librarians all over the world are well aware of their profession's ethical implications. In more than 60 countries library associations have developed and approved a national code of ethics for librarians International Federation of Library Associations and Institutions (IFLA, 2016).

While ethics define what is right and wrong and provide ideals to aspire to, morality refers to the way things are actually done in real life. Morality and corruption are relative to specific cultures; what is right in one culture is not necessary right in another culture. Countries differ more in terms of morality and corruption than in terms of ethics. At the group level, ethics reflect shared values and beliefs. While each individual is a member of multiple groups and multiple cultures (e.g., a member of a particular nation and a particular profession, each with its set of values) within any particular group, certain values of right and wrong are shared.

Code of ethics reflect a profession's customs or standards. Professional ethics as well as culture and socioeconomic conditions influence ethical decisions (Vanasco, 1994). Although culture necessarily implies ethics, ethics do not necessarily imply culture (Hall, 1997). Evidently, professional library associations in many countries have developed and published codes of ethics.

A code of ethics is essential to a profession; the code will provide an ethical starting point for the professionals and for others outside the profession. A code of ethics also ensures quality in treatment of members of the profession and those the profession serves. As Foundations of Library and Information Science states, "The ethical conduct of information professionals is an affirmation of the critical values of service, respect for others, and the need to improve society. Ethics provide a framework for conducting essential information functions, instituting policies, and developing strategies for service (Rubin, 2010, p.324).

History of Code of Ethics for Philippine Librarians in the Philippines

Santos (2003) discussed the history of the Code of Ethics for Registered Librarians in the Philippines. According to him, “In pursuance of one of its functions and duties, the Board for Librarians (BFL) had approved a Code of Ethics through Resolution No.2, dated August 14, 1992. It consists of a Preamble and 32 sections grouped into six articles. The Preamble emphasizes the librarian’s mission as a professional. It states in part: “Librarians are imbued with lofty ideals of service to people through books and other records of knowledge, a service they believe is their best way to serve humanity, enrich people’s lives and attain self-actualization.” The Code specifies ideal practices and relationships necessary to guide the practitioner in maintaining standards of ethical behavior. More specifically, Article I concerns the librarian’s relationship with the state and society; Article II is on his relationship with his clients; Article III pertains to his relationship with professionals and his colleagues; Article IV deals with his relationship with his agency; and Article V specifies the librarian’s relationship with himself. The law specifically provided penalties Or imprisonment for violations of any provisions of R.A. No. 6966 and empowered the BFL to conduct administrative investigations adopting the rules of procedures provided in the Rules and Regulations implementing the Professional Regulation Commission (PRC) Modernization Act of 2000.” Furthermore, through Resolution No. 6 series of 2006 dated September 13, 2006, revised Code of Ethics for Philippine Librarians in the Philippines were approved by the Professional Regulation Commission.

History of Code of Ethics for Malaysian Librarians

The National Information Policy which was formulated in 1989 provides a framework to guide the free flow of information to all sectors of the Malaysian population. It does not, however, include the role and responsibility of the librarian in the provision of information services – perhaps a reflection of the “low-key” image accorded to librarians in Malaysia. A written code of ethics was formulated by Library Association of Malaysia to guide the professional conduct will certainly enhance the professional image of librarians in Malaysia. Library Association of Malaysia (Persatuan Pustakawan Malaysia) is a Malaysian association dedicated for the professionalism of librarians and the library businesses in Malaysia.

History of Code of Ethics for Indonesian Librarians

Established in 1973, The Indonesian Library Association has contributed significantly for the development of professional librarian in Indonesia. It has branches in every province and serving million people every year. With robust network and solid organization, the association has regular annual meeting attended by almost thousands of its loyal members making it one of the largest professional organization in Indonesia. It is the only one formal library association in Indonesia dealing with librarians. Provoked by monetary crisis in Indonesia which melted down the fragile economic foundation and forced the longest served president, the late Soeharto to quit, Indonesia suddenly become a “new state” adopting democratic styled government, more open society and real free market (Gani and Zen, 2009).

Reform spirits also intruded to The Indonesian Library Association (ILA) locally known as Ikatan Pustakawan Indonesia (IPI). It faced highly demanding members who wanted some substantial changes in the organization structure and custodians and the implementation of power sharing favoring the association branches and chapters in the provinces and districts. Up to the present the top position of the association traditionally goes to the head of National Library. With his or her beauracratic style in leadership, some consider not suitable anymore for the new paradigm of modern and democratic organization (Gani and Zen, 2009).

Statement of the Problem

The major thrust of this study is to compare the Code of Ethics for Philippine Librarians, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians.

Specifically, this research aims to answer the following questions:

1. What are the purpose for formulating code of ethics for librarians in the Philippines, Indonesia, and Malaysia?
2. To what extent are new professionals educated and guided by these codes in the abovementioned countries?
3. What are areas/subjects covered by the code of ethics for librarians in the Philippines, Indonesia, and Malaysia?
4. What types of ethical problems are not addressed by the codes?

Objectives of the Study

The main purpose of this study is to compare the Code of Ethics for Philippine Librarians, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians. The specific objectives of this study were the following:

1. To determine the purpose for formulating code of ethics for librarians in the Philippines, Indonesia, and Malaysia
2. To know to what extent are new professionals educated and guided by these codes in the abovementioned countries
3. To determine the areas/subjects covered by the code of ethics for librarians in the Philippines, Indonesia, and Malaysia
4. To determine the types of ethical problems that are not addressed by the codes

Significance of the Study

This study derives its rationale and significance from the fact that professional ethics will provide useful function of identifying these moral hazards and providing the appropriate avoidance or work-around strategies. Mostly professional are, at some point, young and inexperienced professionals. Thus professional ethics represents a kind of collective, time-tested wisdom that is passed on to new professionals or new librarians.

The results of this study will reveal the strengths and weaknesses of the Code of Ethics for Philippine Librarians, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians. Thus, the results will provide valuable clues that may serve as reference for strengthening the code of ethics for librarians in each country.

Scope and Limitations of the Study

The main concern of this study is to compare the strengths and weaknesses of Code of Ethics for Philippine Librarians, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians. The discussion will only revolve from the code of ethics for librarians of the three (3) countries being mentioned. Due to limited period of time, comparison to be done will not be too comprehensive.

REVIEW OF RELATED LITERATURE

This chapter aims to provide the reader with information on work previously done in the same area for better understanding of the study and to help the researcher fit the findings into the overall picture. It will give also the researcher an overview of the extent of the research already conducted along the area under study. The study will be of great value to the present study as a basis of comparison of findings and recommendations.

According to International Federation of Library Associations and Institutions (IFLA), “The code of ethics for librarians and information professionals defines basic principles binding for all representatives of the profession and identifying their social mission and ethical responsibility in all environments of their professional activity.”

Foreign Studies

Hansson (2016) study analyzes codes of ethics, seen as documents, and their role in supporting the professional practice of librarianship. Theoretically it is placed within the scholarly discussion on the role and function of documents in various practices. Specific interest is directed towards the concept of “performative documentality”. Empirically, the analysis is concentrated on one example, the Code of Ethics of the American Library Association (ALA). Both the immediate pre-history of this code, and its subsequent editions are described and analyzed in relation to the given theoretical position. Results show that the development ALA code of ethics corresponds to the ideas of professional practice in librarianship over time, from a clearly prescriptive function to a more open, legitimizing role. In theoretical terms ethical codes of librarianship can be said to illustrate the concept of performative documentality not only in relation to practices of librarianship, but also to libraries as such, seen as social institutions developing in correspondence to changes in social structures and attitudes, as well as organizational forms and technology.

Byrd (2014) did a study entitled “A comparative analysis of moral principles and behavioral norms in eight ethical codes relevant to health sciences librarianship, medical informatics, and the health professions. This study explored the degree to which librarians, informatics professionals, and core health professionals in medicine, nursing, and public health share common ethical behavior norms grounded in moral principles. Using the “Principlism” framework from a widely cited textbook of biomedical ethics, the authors analyze the statements in the ethical codes for associations of librarians (Medical Library Association [MLA], American Library Association, and Special Libraries Association), informatics professionals (American Medical Informatics Association [AMIA] and American Health Information Management Association), and core health professionals (American Medical Association, American Nurses Association, and American Public Health Association). This analysis focuses on whether and how the statements in these eight codes specify core moral norms (Autonomy, Beneficence, Non-Maleficence, and Justice), core behavioral norms (Veracity, Privacy, Confidentiality, and Fidelity), and other norms that are empirically derived from the code statements. Results of the study revealed that eight (8) ethical codes share a large number of common behavioral norms based most frequently on the principle of Beneficence, then on Autonomy and Justice, but rarely on Non-Maleficence. The MLA and AMIA codes share the largest number of common behavioral norms, and these two associations also share many norms with the other six associations. Furthermore, according to him, “the shared core of behavioral norms among these professions, all grounded in core moral principles, point to many opportunities for building effective inter-professional communication and collaboration regarding the development, management, and use of health information resources and technologies.”

Rubin and Froehlich (2010) did a case study entitled “The Importance of Our Professional Values. According to them, “A characteristic of a professional association is the existence of a code of ethics or

a code of conduct for its members. Said code outlines the general principles of professional behavior which should be followed by members of the association in order to act in an appropriately moral way and to avoid the risk of misconduct. This case study provides a brief overview of codes developed by the Thai Library Association (TLA) and the Colegio de Bibliotecarios de Chile (CBC). The following are the highlights of the abovementioned study: the importance of ethical behavior as professional and social responsibility; the reputation of library and information professionals in the wider community; the need for professional accountability and transparency in all business transactions; how professional values might be reflected in a code of ethics; and the role to be played by a library association in detailing the set of principles that guide professional behavior.

Shacaf (2005) did a study entitled "A Global Perspective on Library Association Codes of Ethics." The abovementioned study of 28 countries involves comparative content analysis of the English versions of codes of ethics proposed by professional associations. It yielded an empirically grounded typology of principles arranged in twenty categories. The most frequently identified principles were professional development, integrity, confidentiality or privacy, and free and equal access to information. While confidentiality and privacy, and equal access to information, appear in all existing typologies of library and information science ethics, other principles, such as copyright and intellectual property, democracy, and responsibility toward society, which appear in almost all other typologies, were evident in fewer than half of the codes. Furthermore, this empirical study provides a global perspective on library association code of ethics."

Theoretical/Conceptual Framework of the Study

Professional values form the basis for the principles that are included in a code of ethics. Professional values include the importance of education and technical competency, patient safety, data validity and accuracy, truthfulness, compassion, and dedication to providing quality services in professional roles. Decision-making criteria for work decisions can include technological feasibility, reasonable cost, legality, available personnel expertise, standards of care, and organizational goals. The ethical decision is what should be done (the best action), given the competing interests, obligations, and values of others involved in making the decision.

Basic moral values which define the professional mission of librarians and information professionals involve the protection of intellectual freedom, freedom of expression, freedom of access to knowledge, information and culture and the compliance with the principle of ideological, political and religious neutrality. Librarians and information professionals ought to be persons worthy of public trust, experts who mediate between readers and information users and written and information resources those users need to perform various tasks and attain their goals (Polish Librarians Association, 2005).

Code of Ethics for Philippine Librarians, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians will be compared in terms of ethical behavior/role with the state, society and public; with the librarianship profession; with the suppliers, publishers, dealers, etc.; and with the clients and/or other users of their professional services.

Definition of Terms: Association of Indonesian Librarians/Ikatan Pustakawan Indonesia (IPI) - is an Indonesian association dedicated for the professionalism of librarians and librarianship in Indonesia (Gani and Zen, 2009).

Code of Ethics for Librarians - recognizes that librarians significantly influence or control the selection, organization, preservation, and dissemination of information. The code recognizes that in a political system grounded in an informed citizenry, library workers are members of a profession explicitly committed to intellectual freedom and the freedom of access to information. Librarians have a special

obligation to ensure the free flow of information and ideas to present and future generations (American Library Association (ALA)).

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 (IFLA Official Website).

Librarian - is a person who works professionally in a library, providing access to information and sometimes social or technical programming. In addition, librarians provide instruction on information literacy. They are usually required to hold a graduate degree from a library school such as a Master's degree in Library Science or Library and Information Studies (Rubin, 2010).

Librarians Association of Malaysia (Persatuan Pustakawan Malaysia) - is a Malaysian association dedicated for the professionalism of librarians and the library businesses in Malaysia (LAM Official Website).

Philippine Librarians Association, Inc. (PLAI) - is the only nationally accredited professional organization of librarians in the Philippines to date. At present, it serves as the umbrella organization for all library groups in the country (PLAI Official Website).

METHODOLOGY

Research Design

The study utilized comparative analysis. As defined, “comparative analysis is a study that compares and contrasts two things/groups. The basic approach starts with establishing three elements: a frame of reference, or the set of criteria used to measure; grounds for comparison, such as why the particular two were chosen; and the thesis or gist of the argument, such as why one should choose one of the two things studied over the other. Likewise, document analysis was also utilized in comparing the three codes of ethics for librarians (Philippines, Indonesia, and Malaysia)

Data Collection and Data Analysis

Primary and secondary data will be collected. Primary data consist of the approved Code of Ethics for Librarians from the Philippines, Indonesia, and Malaysia. Comparison of the collection will be based on the results of comparative analysis and document analysis that were conducted in terms of ethical behavior/role with the state, society and public; with the librarianship profession; with the suppliers, publishers, dealers, etc.; and with the clients and/or other users of their professional services.

COMPARISON, ANALYSIS AND INTERPRETATION OF DATA

This chapter analyzes, analyzes, and interprets the data gathered from the Code of Ethics for Registered Librarians in the Philippines, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians.

The first part presents the comparison of the three code of ethics for librarians of the abovementioned countries. The second part analyzes and interpret the contents of the code of ethics of each country.

General Information about the Codes of Ethics

As highlighted in the Preamble of the Code of Ethics for Philippine Librarians, it states that:

“Librarians, mindful of their role in the development of knowledge and culture and the enrichment of people’s lives, seek the highest standards of ethical behavior in their relations with their schools, their clients/employers, the librarianship profession and colleagues, agencies and associations and the public.”

Evidently, the Code of Ethics for Philippine Librarians was broad in scope. It defines librarians’ ethical behavior/role with the state, society and public; with the librarianship profession; with the suppliers, publishers, dealers, etc.; and with the clients and/or other users of their professional services. Its Preamble summarizes what will be the content of the code of ethics for librarians in the Philippines. The Code of Ethics for Philippine Librarians has four (4) articles and every article has sub-articles/sub-statements. In addition, The Code of Ethics for Philippine Librarians has “Disciplinary Action” and Separability Clause.

The Code of Ethics for Indonesian Librarians, states that,

“With God’s blessing, Indonesia has reached its independence on August 17, 1945.

In the framework of achieving the aim of national independence, which is to create equal prosperity in society and continuous material and spiritual growth, Indonesian citizens, who are competent in the different fields, including librarians, who loyal and obey to Panca Sila, the five basic principles of the Republic of Indonesia and the Constitution of 1945, are needed.

The librarians, who agreed to be united in a professional organisation, Ikatan Pustakawan Indonesia, the Association of Indonesian Librarians, with supreme and sincere intention, devote themselves by giving library service, documentation and information with purpose to upgrade the knowledge and prosperity of society, nation and country.

In awareness of their existence and of their role in society, the Association of Indonesian Librarians herewith states the code ethics for librarians.”

Evidently, the Code of Ethics for Indonesian Librarians was broad in scope. It has three (3) chapters and every chapter has sub-statements. In Chapter I, it discusses about the definition of librarian. In Chapter II, it discusses about the “common duties” of librarians. And, in Chapter III, it discusses about the “duties to the organization and the profession.”

On the other hand, the Code of Ethics for Malaysian Librarians states that,

“The purpose of drawing up a code of ethics for the Librarians is to help set standards of professional conduct expected of members in line with the aims and objectives of the Association. It will also help regulate professional behavior in terms of safeguarding the interests of the community served. As librarians significantly influence or control the selection, organization, preservation and dissemination of information, they are entrusted with the responsibility to provide their clientele access to information. Hence a code of ethics is vital in defining their professional responsibility.”

Evidently, in the abovementioned Preamble, it highlighted that the code of ethics for librarians in Malaysia was in line with the aims and objectives of the Librarians Association of Malaysia. It also defines librarians’ ethical behavior/role with the librarianship profession; with the community; and with the library clients. The Code of Ethics for Malaysian Librarians was composed of eight (8) statements and it has no “Disciplinary Action” and “Separability Clause.”

Comparison of Codes of Ethics for Librarians in Terms of Ethical Behavior of Librarians with the State, Society and Public

The Code of Ethics for Philippine Librarians have four (4) statements in this category. Philippine Librarians: 1) shall uphold the Constitution, obey the laws of the land, and respect duly constituted authorities; 2) shall promote literacy and education of the public by making the resources and services of the library known and accessible to its users; 3) shall uphold and promote the right to information as well as abide by the provisions of the intellectual property law; and 4) shall be partners with the community they serve in inculcating nationalism practicing Filipino values and preserving the country's historical, cultural, and intellectual heritage.

The Code of Ethics for Indonesian Librarians have four (4) statements in this category. It was highlighted in the sub-statements numbers 2, 3, 4 and 5 of Chapter II: Common Duties, that: 2) - Every Indonesian librarian in performing their profession should care for dignity and moral and give priority to obey the nation and the country; 3) - Every Indonesian librarian must appreciate and love Indonesian identity and culture; 4) - Every Indonesian librarian use his/her knowledge for the benefit of human fellowship, society, nation and religion; and 5) - Every Indonesian librarian should respect the secrecy of the information of personal character, received from servicing the society.

On the other hand, The Code of Ethics for Malaysian Librarians has only one (1) statement referring to this category. It states that, Malaysian "Librarians must uphold and maintain the principles as laid down in the Constitution of the Librarians Association of Malaysia." Said statement is similar to the first statement of Code of Ethics for Philippine Librarians in the category of "Ethical Behavior of Librarians with the State, Society and Public." Both the two (2) countries have high regard/respect with their respective Constitution.

Comparison of Codes of Ethics for Librarians in Terms of Ethical Behavior of Librarians with the Librarianship Profession

The Code of Ethics for Philippine Librarians have eleven (11) statements in this category. Philippine Librarians: 1) shall uphold the dignity and integrity of the profession; 2) shall keep their reputation above reproach and shall so conduct themselves to gain public esteem and respect for the library and for the profession; 3) shall not assist in the unauthorized practice of librarianship; 4) shall treat each other with respect, courtesy, and sincerity and shall avoid maligning the reputation, competence, and capability of their colleagues. They shall not use any unfair means to gain professional advancement; 5) shall strive to improve, enhance, and upgrade their professional knowledge, skills, and competencies through formal and informal means; 6) shall endeavor to uphold the highest standards in the practice of the profession. They shall adopt and live by this motto: C A N I - Constant and Never-ending Improvement of the quality and standards of professional services; 7) shall adhere to the principles of due process and equality of opportunity in their relationship with fellow workers especially their colleagues; 8) shall maintain membership, participate and cooperate in the endeavors of library association/s to enhance the effectiveness of the profession; 9) shall participate and cooperate in all the endeavors of library association/s to enhance the effectiveness of the profession; 10) shall be vigilant in the protection of all library resources placed under their care; and 11) shall be entitled to a just and fair fee for consultancy and other professional services.

The Code of Ethics for Indonesian Librarians have three (3) statements in this category. It was highlighted in the sub-statement number 1 of Chapter II: Common Duties and sub-statements numbers 1 and 3 of Chapter III: Duties to the Organization and the Profession. Sub-statement 1 of Chapter II states that, "Every Indonesian librarian should be fully aware that the profession of librarians is a profession, which mainly carries out educational tasks and research." Statements 1 and 3 states that, "1) To upgrade science profession development among librarians, every Indonesian librarian should make the Association of

Indonesian Librarians a forum for cooperation, a place for consultation, and a place for personal training; and 3) By holding high the good name of the Association of Indonesian Librarians, every Indonesian librarian should keep away from all acts, expressions and attitudes, which could damage the organization and the profession.”

On the other hand, The Code of Ethics for Malaysian Librarians has two (2) statements referring to the category mentioned above (ethical behavior of librarians with librarianship profession). Statements 2 and 8 defined the adherence of the Malaysian librarians to the librarianship profession. Statement 2 states that, “Must strive for excellence in the profession by maintaining and enhancing their knowledge and skills, and keeping abreast of developments in librarianship” while Statement 8 states that, “Must treat co-workers and fellow librarians with respect, fairness and goodwill.”

It can be observed that Statement 2 of Code of Ethics for Malaysian Librarians is similar to Statement 5 of Code of Ethics for Philippine Librarians for the category of ethical behavior of librarians with librarianship profession. Likewise, Statement 8 of Code of Ethics for Malaysian Librarians is similar to Statements 4 and 7 of Code of Ethics for Philippine Librarians for the said category and similar to sub-statement #1 of Chapter III: Duties to the Organization and to the Profession of the Code of Ethics for Indonesian Librarians.

Comparison of Codes of Ethics for Librarians in Terms of Ethical Behavior of Librarians with the Suppliers, Publishers, Dealers, etc.

The Code of Ethics for Philippine Librarians have three (3) statements in this category. Philippine Librarians 1) shall choose suppliers and publishers exclusively on the basis of the quality of goods, costs, and services; 2) shall refuse all personal gratuities; and 3) Librarians shall never enter into business transactions prejudicial to the library, but unwisely favorable to their own interest. On the other hand, The Code of Ethics for Malaysian Librarians has one (1) statement referring to the category mentioned above (ethical behavior of librarians with the suppliers, publishers, dealers, etc.). Statement 6 states that, “Malaysian librarians must avoid situations in which personal interests and gains may be advanced at the expense of library users, colleagues or employing institutions. It can be observed that Statement 6 of Code of Ethics for Malaysian Librarians is similar to context with Statement 3 of Code of Ethics for Philippine Librarians for the category of ethical behavior of librarians with the suppliers, publishers, dealers, etc.

It can be noted that Code of Ethics for Indonesian Librarians failed to write sub-statements falling in this category.

Comparison of Codes of Ethics for Librarians in Terms of Ethical Behavior of Librarians with the Clients and/or Other Users of Their Professional Services

The Code of Ethics for Philippine Librarians have four (4) statements in this category. Philippine Librarians 1) shall provide courteous, prompt, adequate, skillful and accurate responses to all requests for assistance; 2) shall keep in confidence, information acquired in the course of professional service. They shall protect the client’s right to privacy with respect to information sought or received and materials consulted, borrowed, or acquired through the library; 3) shall render impartial service to all library users regardless of their race, beliefs, age, gender, or social status; and 4) Librarians shall refuse gifts or favors from clients and library suppliers for personal interest. They shall avoid using the library’s resources to the detriment of services which the library render to its users.

Code of Ethics for Indonesian Librarians has one (1) sub-statement in Chapter II: Common Duties. It states in 5) - Every Indonesian librarian should respect the secrecy of the information of personal character, received from servicing the society.

On the other hand, The Code of Ethics for Malaysian Librarians has also (4) statements referring to the category mentioned above (with the clients and/or other users of their professional services.). The following statements (Statements 2, 3, 4 and 7) highlighted the code of ethics for Malaysian librarians under this category. Malaysian librarians: Must provide the highest level of service to library users through appropriate and usefully organized resources, equitable service policies and accurate, unbiased and courteous response to all requests (Statement 2); Should uphold the principle of intellectual freedom and allow users to have free and equal access to sources of information without discrimination, within the limits of the law (Statement 3); Must protect the library user's right to privacy and confidentiality with respect to information sought or received, and materials consulted or borrowed (Statement 4); and Must ensure that actions and decisions are determined solely by professional judgement; librarians should not profit from their position other than by normal remuneration or fee for professional services (Statement7).

It can be observed that Statement 2 of Code of Ethics for Malaysian Librarians is similar to context with Statement 1 of Code of Ethics for Philippine Librarians; Statement 3 of Code of Ethics for Malaysian Librarians is similar to context with Statement 3 of Code of Ethics for Philippine Librarians; Statement 4 of Code of Ethics for Malaysian Librarians is similar to context with Statement 3 of Code of Ethics for Philippine Librarians; and lastly and lastly Statement 7 of Code of Ethics for Malaysian Librarians is similar to context with Statement 4 of Code of Ethics for Philippine Librarians and sub-statement 5 of Chapter II-Common Duties of Code of Ethics for Indonesian Librarians for the category of ethical behavior of librarians with the clients and/or other users of their professional services.

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

The main purpose of this study is to compare the strengths and weaknesses of Code of Ethics for Registered Librarians in the Philippines, Code of Ethics for Indonesian Librarians, and Code of Ethics for Malaysian Librarians. The specific objectives of this study were the following:

1. To determine the purpose for formulating code of ethics for librarians in the Philippines, Indonesia, and Malaysia
2. To know to what extent are new professionals educated and guided by these codes in the abovementioned countries
3. To determine the areas/subjects covered by the code of ethics for librarians in the Philippines, Indonesia, and Malaysia
4. To determine what are the types of ethical problems not addressed by the codes

Findings

What are the purposes for formulating code of ethics for librarians in the Philippines, Indonesia, and Malaysia?

Code of Ethics for Philippine Librarians was formulated to be able to define Filipino librarians' ethical behavior/role with the state, society and public; with the librarianship profession; with the suppliers,

publishers, dealers, etc.; and with the clients and/or other users of their professional services. In the Preamble, it summarizes what will be the content of the code of ethics for librarians in the Philippines.

The Indonesian librarians, who agreed to be united in a professional organisation, Ikatan Pustakawan Indonesia, the Association of Indonesian Librarians, with supreme and sincere intention, devote themselves by giving library service, documentation and information with purpose to upgrade the knowledge and prosperity of society, nation and country.

Lastly, a written code of ethics was formulated by Library Association of Malaysia to guide the professional conduct will certainly enhance the professional image of librarians in Malaysia. Library Association of Malaysia (Persatuan Pustakawan Malaysia) is a Malaysian association dedicated for the professionalism of librarians and the library businesses in Malaysia.

To what extent are new professionals educated and guided by these codes in the abovementioned countries?

All of the three associations valued so much the librarianship profession. Thus, their respective code of ethics reflected their thoughts and actions. The Code of Ethics for Malaysian Librarians has two (2) statements referring to the category of ethical behavior of librarians with librarianship profession, The Code of Ethics for Indonesian Librarians has three (3) sub-statements relating to this category while the Code of Ethics for Philippine Librarians have eleven (11) statements in this category.

What are areas/subjects covered by the code of ethics for librarians in the Philippines, Indonesia, and Malaysia?

In general the three code of the three countries tackled the following areas: 1) ethical behavior/role with the state, society and public; 2) ethical behavior/role with the librarianship profession; 3) ethical behavior/role with the suppliers, publishers, dealers, etc.; and 4) ethical behavior/role with the clients and/or other users of their professional services.

The Code of Ethics for Philippine Librarians has four (4) articles ethical behavior/role with the state, society and public; with the librarianship profession; with the suppliers, publishers, dealers, etc.; and with the clients and/or other users of their professional services and every article has sub-articles/sub-statements and "Disciplinary Action" and Separability Clause.

Evidently, the Code of Ethics for Indonesian Librarians was broad in scope. It has three (3) chapters and every chapter has sub-statements. In Chapter I, it discusses about the definition of librarian. In Chapter II, it discusses about the "common duties" of librarians. And, in Chapter III, it discusses about the "duties to the organization and the profession."

The Code of Ethics for Malaysian Librarians was composed of eight (8) statements and it has no "Disciplinary Action" and "Separability Clause."

The Code of Ethics for Malaysian Librarians has only one (1) statement referring to the category ethical behavior of librarians with the state, society and public while both the Code of Ethics for Indonesian Librarians and Code of Ethics for Philippine Librarians have four (4) statements in this category.

The Code of Ethics for Malaysian Librarians has two (2) statements referring to the category of ethical behavior of librarians with librarianship profession, The Code of Ethics for Indonesian Librarians has three (3) sub-statements relating to this category while the Code of Ethics for Philippine Librarians have eleven (11) statements in this category.

The Code of Ethics for Malaysian Librarians has one (1) statement referring to the category of ethical behavior of librarians with the suppliers, publishers, dealers, etc.), the Code of Ethics for Philippine Librarians have four (4) statements in this category while the Code of Ethics for Indonesian Librarians failed to write sub-statements relating to this category.

Both the Code of Ethics for Malaysian Librarians and Code of Ethics for Philippine Librarians have (4) statements referring to the category of ethical behavior with the clients and/or other users of their professional services while The Code of Ethics for Indonesian Librarians has one sub-statement with this category.

What are the types of ethical problems not addressed by the codes?

Code of Ethics for Indonesian Librarians failed to write sub-statements relating to ethical behavior of librarians with the suppliers, publishers, dealers, etc.) while Code of Ethics for Philippine Librarians and Code of Ethics for Malaysian Librarians are complete and broad in scope. It tackled the following areas: 1) ethical behavior/role with the state, society and public; 2) ethical behavior/role with the librarianship profession; 3) ethical behavior/role with the suppliers, publishers, dealers, etc.; and 4) ethical behavior/role with the clients and/or other users of their professional services.

CONCLUSION

It is important to realize the core values that support the ethical principles of individual professional conduct. While there are societal and cultural differences that need to be taken into account, the values of library and information service should become an intrinsic aspect of an individual's personal values. Ethical conduct needs to be promoted by professional associations to ensure that the standards of conduct are consistent with the highest levels of professional service (Rubin & Froehlich, 2010). A code of conduct can promote ethical understanding, and the library association can offer training and advice in ethical conduct to ensure that individuals and library institutions comprehend the distinction between ethical and unethical behavior.

It can also be concluded that Filipino, Indonesian and Malaysian Librarians adhere with the Code of Ethics for Librarians of their respective countries. The Code of Ethics for Philippine Librarians is more comprehensive and detailed while both the Code of Ethics for Indonesian Librarians and Code of Ethics for Malaysian Librarians are too general.

Recommendations

Future research should focus on the implementation of these codes by libraries and professional librarians. Likewise, the researcher recommend that the "The Indonesian Library Association (ILA) locally known as Ikatan Pustakawan Indonesia (IPI)" and "Librarians Association of Malaysia" should review their "Code of Ethics for Librarians" and pattern or adopt some of the statements reflected in the Code of Ethics for Philippine Librarians that are closely similar to the practice of librarianship in Indonesia and Malaysia.

BIBLIOGRAPHY

- Byrd, Gary D. (2014). A Comparative Analysis of Moral Principles and Behavioral Norms in Eight Ethical Codes Relevant to *J Med Libr Assocv.* 102(4): 247-256.
- Gani, Fuad and Zen, Zulfikar Reinventing Library Association: Indonesia's experience and perspectives. (2009). In 14th Congress of Southeast Asian Librarians, Hanoi, Vietnam, April 20-23, 2009. [Conference paper]
- Hansson, Joacim. (2016). The Documentality of Ethics-Codes of Library Ethics as Support of Professional Practice. *Proceedings of the Document Academy.* 3. 1-14. 10.35492/docam/3/1/8.
- Hoffman, Kathy. (2005). Professional Ethics and Librarianship. *Texas Library Journal* 81, (3) (Fall): 96-101.
- Mohd Nor Bin Mat Salleh. (2009). Code of Ethics – Information Professional in Context (retrieved December 12, 2016 at <http://www.academia.edu>)
- PRC Resolution No. 6 series of 2006 dated September 13, 2006
- PRC Resolution No.2 series of 1992 dated August 14, 1992

Republic Act No.9246

Rubin, R. & Froehlich, T.J. (2010). Ethical Aspects of Library and Information Science. In: M. Bates (Ed.), Encyclopedia of Library and Information Sciences, 3rd ed., pp.1743-1757. Boca Raton, FL: CRC Press.

Santos, Antonio M. (2003). The Professionalization of Librarians in the Philippines: the Role of Library Associations. World Library and Information Congress: 69th IFLA General Conference and Council.

Shachaf, P. (2005). A Global Perspective on Library Association Codes of Ethics. *Library & Information Science Research*, 27(4), 513-533.

<http://www.pnri.go.id/IPI/Ipi.htm> —

APPENDIX A

PROFESSIONAL REGULATION COMMISSION (PRC) RESOLUTION NO.6, SERIES OF 2006

CODE OF ETHICS FOR LIBRARIANS “Philippine Librarianship Act of 2003,” and Sec. 8 (h), Rule II of Res. No. 05, Series of 2004, known as the “IRR of the Philippine Librarianship Act of 2003”, empower the Board to adopt and prescribe a Code of Ethics for Librarians;

WHEREAS, since May, 2004 the Board had consulted on the prescription, adoption and promulgation of this Code with the Philippine Librarians Association, Inc. (PLAI) and other different professional library associations including the CHED, the academe, and other entities, private and public;

“Code of Ethics for Librarians” appended and marked as “Annex “A” and made an integral part of this Resolution;

RESOLVED, FURTHER, this Resolution shall take effect after fifteen (15) days following its full and complete publication in the Official Gazette or any newspaper of general circulation in the Philippines.

Done in the City of Manila this 13th day of September 2006.

APPENDIX B

CODE OF ETHICS FOR PHILIPPINE LIBRARIANS

PREAMBLE

Librarians, mindful of their role in the development of knowledge and culture and the enrichment of people’s lives, seek the highest standards of ethical behavior in their relations with their schools, their clients/employers, the librarianship profession and colleagues, agencies and associations and the public.

1. Librarians with the State, Society and Public

1. Librarians shall uphold the Constitution, obey the laws of the land, and respect duly constituted authorities.
2. Librarians shall promote literacy and education of the public by making the resources and services of the library known and accessible to its users.
3. Librarians shall uphold and promote the right to information as well as abide by the provisions of the intellectual property law.
4. Librarians shall be partners with the community they serve in inculcating nationalism practicing Filipino values and preserving the country’s historical, cultural, and intellectual heritage.

2. Librarians with Librarianship Profession

1. Librarians shall uphold the dignity and integrity of the profession
2. Librarians shall keep their reputation above reproach and shall so conduct themselves to gain public esteem and respect for the library and for the profession.
3. Librarians shall not assist in the unauthorized practice of librarianship.
4. Librarians shall treat each other with respect, courtesy, and sincerity and shall avoid maligning the reputation, competence, and capability of their colleagues. They shall not use any unfair means to gain professional advancement.
5. Librarians shall strive to improve, enhance, and upgrade their professional knowledge, skills, and competencies through formal and informal means.
6. Librarians shall endeavor to uphold the highest standards in the practice of the profession. They shall adopt and live by this motto: C A N I - Constant and Never-ending Improvement of the quality and standards of professional services.
7. Librarians shall adhere to the principles of due process and equality of opportunity in their relationship with fellow workers especially their colleagues.
8. Librarians shall maintain membership, participate and cooperate in the endeavors of library association/s to enhance the effectiveness of the profession.
9. Librarians shall participate and cooperate in all the endeavors of library association/s to enhance the effectiveness of the profession.
10. Librarians shall be vigilant in the protection of all library resources placed under their care.
11. Librarians shall be entitled to a just and fair fee for consultancy and other professional services.

3. Librarians with the Suppliers, Publishers, Dealers, etc.

1. Librarians shall choose suppliers and publishers exclusively on the basis of the quality of goods, costs, and services.
2. Librarians shall refuse all personal gratuities.
3. Librarians shall never enter into business transactions prejudicial to the library, but unwisely favorable to their own interest.

4. Librarians with the Clients and/or other Users of their Professional Services.

1. Librarians shall provide courteous, prompt, adequate, skillful and accurate responses to all requests for assistance.
2. Librarians shall keep in confidence, information acquired in the course of professional service. They shall protect the client's right to privacy with respect to information sought or received and materials consulted, borrowed, or acquired through the library.
3. Librarians shall render impartial service to all library users regardless of their race, beliefs, age, gender, or social status.
4. Librarians shall refuse gifts or favors from clients and library suppliers for personal interest. They shall avoid using the library's resources to the detriment of services which the library render to its users.

DISCIPLINARY ACTION

A Registered Librarian who is found guilty for violation of any provision in this Code by the Board after his/her investigation shall be subject to a disciplinary action of either revocation of his/her Certificate of Registration or suspension thereof which the Board shall impose thereto after his/her due investigation.

SEPARABILITY CLAUSE

Any provision or portion of this Code that the Court may declare as not constitutional, not valid, or not enforceable shall not affect the constitutionality, validity, and enforceability of other provisions thereof.

Done in the city of Manila this 13th day of Sept. 2006

APPENDIX C

CODE OF ETHICS FOR MALAYSIAN LIBRARIANS

PREAMBLE

The purpose of drawing up a code of ethics for the Librarians is to help set standards of professional conduct expected of members in line with the aims and objectives of the Association. It will also help regulate professional behavior in terms of safeguarding the interests of the community served. As librarians significantly influence or control the selection, organization, preservation and dissemination of information, they are entrusted with the responsibility to provide their clientele access to information. Hence a code of ethics is vital in defining their professional responsibility.

The National Information Policy which was formulated in 1989 provides a framework to guide the free flow of information to all sectors of the Malaysian population. It does not, however, include the role and responsibility of the librarian in the provision of information services – perhaps a reflection of the ‘low-key’ image accorded to librarians in this country. A written code of ethics to guide their professional conduct will certainly help enhance the professional image of librarians.

1. Librarians must uphold and maintain the principles as laid down in the Constitution of the Librarians Association of Malaysia. In addition to this, they:
2. Must provide the highest level of service to library users through appropriate and usefully organized resources, equitable service policies and accurate, unbiased and courteous response to all requests. Must strive for excellence in the profession by maintaining and enhancing their knowledge and skills, and keeping abreast of developments in librarianship
3. Should uphold the principle of intellectual freedom and allow users to have free and equal access to sources of information without discrimination, within the limits of the law.
4. Must protect the library user’s right to privacy and confidentiality with respect to information sought or received, and materials consulted or borrowed.
5. Must distinguish between personal philosophy or attitudes and professional duties by not allowing personal beliefs to interfere with aims of the institution or professional body.

6. Must avoid situations in which personal interests and gains may be advanced at the expense of library users, colleagues or employing institutions.
7. Must ensure that actions and decisions are determined solely by professional judgement; librarians should not profit from their position other than by normal remuneration or fee for professional services.
8. Must treat co-workers and fellow librarians with respect, fairness and goodwill

APPENDIX D

CODE OF ETHICS FOR INDONESIAN LIBRARIANS

With God's blessing, Indonesia has reached its independence on August 17, 1945.

In the framework of achieving the aim of national independence, which is to create equal prosperity in society and continuous material and spiritual growth, Indonesian citizens, who are competent in the different fields, including librarians, who loyal and obey to Panca Sila, the five basic principles of the Republic of Indonesia and the Constitution of 1945, are needed.

The librarians, who agreed to be united in a professional organisation, Ikatan Pustakawan Indonesia, the Association of Indonesian Librarians, with supreme and sincere intention, devote themselves by giving library service, documentation and information with purpose to upgrade the knowledge and prosperity of society, nation and country.

In awareness of their existence and of their role in society, the Association of Indonesian Librarians herewith states the code ethics for librarians.

Chapter I

Definition of librarian

The librarian is an individual, who carries out the activities of the library's functions, documentation and information, by giving service to the society according to the range of duty of the main organisation, based on his/her own knowledge of library, documentation and information science obtained through the education.

Chapter II

Common duties

1. Every Indonesian librarian should be fully aware that the profession of librarians is a profession, which mainly carries out educational tasks and research.
2. Every Indonesian librarian in performing their profession should care for dignity and moral and give priority to obey the nation and the country.
3. Every Indonesian librarian must appreciate and love Indonesian identity and culture.
4. Every Indonesian librarian use his/her knowledge for the benefit of human fellowship, society, nation and religion.
5. Every Indonesian librarian should respect the secrecy of the information of personal character, received from servicing the society.

Chapter III

Duties to the organization and profession

1. To upgrade science profession development among librarians, every Indonesian librarian should make the Association of Indonesian Librarians a forum for cooperation, a place for consultation, and a place for personal training.
2. For the interest of science development and of librarians in Indonesia, every Indonesian librarian should contribute with energy, thought and funds to the organization.
3. By holding high the good name of the Association of Indonesian Librarians, every Indonesian librarian should keep away from all acts, expressions and attitudes, which could damage the organization and the profession.