2019 Librarian Survey Report

UP School of Library and Information Studies

2022-07-19

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About This Report

The **University of the Philippines School of Library and Information Studies (UPSLIS)** conducted a study of Philippine Librarians from November 2018 to October 2019. This endeavor was the first-ever wide-scale study undertaken to collect the occupational profile of Librarians in the Philippines. The study was motivated by the fact that we do not have any baseline data about Philippine Librarians. While we may assume that more women practice librarianship in the Philippines than males, we do not have empirical data to support such a claim. UPSLIS hopes that this report, together with the raw dataset and manual on how to process and analyze the dataset, will:

- Gain a deeper insight into the current state of librarians in the Philippines
- Enable other researchers to validate and extend this current project to create more follow-up and comprehensive studies
- Serve as a benchmarking tool for future LIS research
- Create opportunities for collaboration with other researchers not only in the LIS field but with other disciplines as well
- Assist policymakers and decision-makers in drafting and creating policies and guidelines that would affect the LIS profession in the Philippines.

UPSLIS also endeavors to conduct another census in five to six years to provide a complete longitudinal picture of the changes and development in the profession.

Background

In 2015, UPSLIS conducted a study to determine the status of archives and records management practitioners in the Philippines. The survey was funded by the National Committee on Archives of the National Commission for Culture and the Arts. The data gathered served as the first comprehensive data of archives and records managers concerning their education, work, and prospects, similar to what this study endeavored to accomplish. The findings became the basis for subsequent training programs for records managers and archivists. The UPSLIS endeavored to conduct the same for librarians with the said accomplishment.

In 2017, Taban developed a tool for occupational profiling specific to librarians through her undergraduate thesis Occupational Census Profiling Tool for Librarians in the Philippines. This research serves as the tool for this study. Taban's research was guided by Labaw's framework in the formulation of questionnaire design. Labaw posits that the basic principle is for the respondents to define which questions, words, and concepts, among others, can be included. This framework indicates that several pre-tests should be conducted to determine a suitable questionnaire design. With three sets of questionnaires tested among several respondents, the study determined the appropriate ordering of questions, categorization of questions, suitable options or responses, and the like. The third cycle or the third run of the questionnaire was the most appropriate set of questions used in this project.

Methodology

The study adopted an exploratory, descriptive approach to provide a snapshot of an occupational baseline profile of Filipino Librarians. The project proponents aimed to highlight patterns, outliers, and other observations through the summarization and visualization of the data.

Instrument

The questionnaire was developed in 2017 through Taban's thesis. Its goal was to determine the minimum set of questions that would comprise an occupational census questionnaire for librarians. She subsequently

tested three questionnaires among several respondents, for which she made revisions based on determining issues and concerns. This study is the first wide-scale survey using the tool, and it may still be revised for improvement. The online tool also has its pros and cons. While it may be convenient distribution, it can also be limited to only those with internet access and digital technologies. We can also interpret outliers as possible incorrect input due to the respondents' unfamiliarity with the tool.

Data Gathering

The researchers opted to use Mentimeter to provide a real-time visualization report of the data gathered. Also, as presented at a conference, it was hoped that a quick view of the data could be delivered after the participants responded. However, due to lack of time, the questionnaire was only introduced during the 2018 PLAI Congress along with the link. The researchers also posted the survey link in the official Facebook group of the different PLAI regional councils to collect responses from librarians who were not present during the PLAI Congress 2018. A total of 685 responses were recorded that can be used in making statistical inferences with a 4% margin of error.

Data Cleaning and Preparation

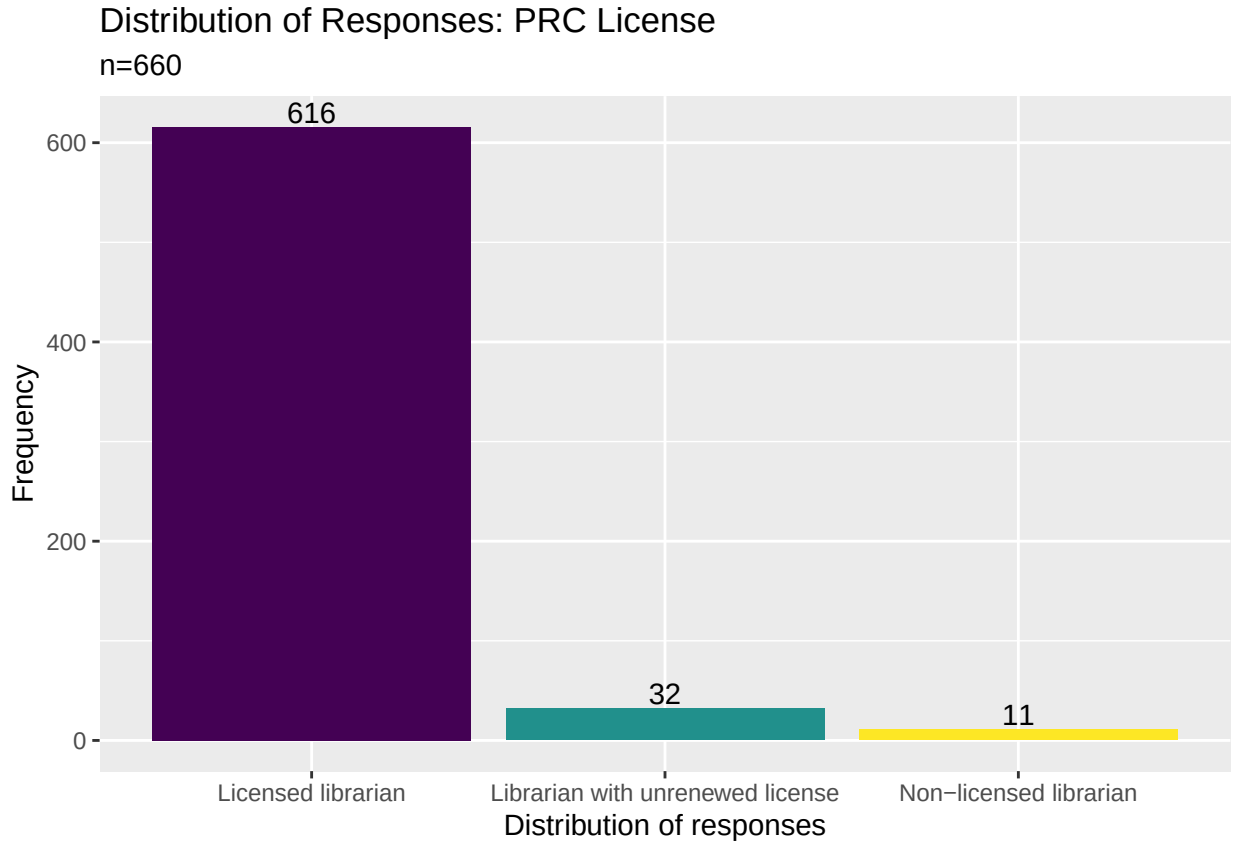
Data collected using Mentimeter were exported via CSV. Upon inspection, the dataset produces a data frame with 685 rows of individual data and 66 variables.

```
## -- Attaching packages --------------------------------------- tidyverse 1.3.1 --

## v ggplot2 3.3.6     v purrr   0.3.4
## v tibble  3.1.7     v dplyr   1.0.9
## v tidyr   1.2.0     v stringr 1.4.0
## v readr   2.1.2     v forcats 0.5.1

## -- Conflicts ------------------------------------------ tidyverse_conflicts() --
## x dplyr::filter() masks stats::filter()
## x dplyr::lag()    masks stats::lag()

## Rows: 684 Columns: 67
## -- Column specification --------------------------------------------------------
## Delimiter: ","
## chr (62): licensed, philippines, gender, working, industry, institution, ten...
## dbl  (5): voter, age, years_service, gross_salary, net_salary
##
## i Use `spec()` to retrieve the full column specification for this data.
## i Specify the column types or set `show_col_types = FALSE` to quiet this message.

## # A tibble: 684 x 67
##    voter licensed        philippines gender   age working industry years_service
##    <dbl> <chr>           <chr>       <chr>  <dbl> <chr>   <chr>            <dbl>
##  1     1 Yes, I have a ~ <NA>        <NA>      59 <NA>    <NA>                NA
##  2     2 Yes, I have a ~ No, I am i~ Prefe~   100 No, I ~ informa~            60
##  3     3 Yes, I have a ~ Yes, I am ~ Woman     40 Yes, I~ academi~            14
##  4     4 Yes, I have a ~ Yes, I am ~ Man       46 Yes, I~ academi~            23
##  5     5 Yes, I have a ~ Yes, I am ~ Man       32 Yes, I~ academi~            10
##  6     6 Yes, I have a ~ Yes, I am ~ Man       46 Yes, I~ academi~            24
##  7     7 No, I have not~ Yes, I am ~ Woman     48 Yes, I~ academi~            23
```

```
##  8     8 Yes, I have a ~ Yes, I am ~ Woman     44 Yes, I~ academi~            12
##  9     9 Yes, I have a ~ Yes, I am ~ LGBTQ+    25 Yes, I~ library              5
## 10    10 Yes, I have a ~ Yes, I am ~ Woman     24 Yes, I~ archive~            1
## # ... with 674 more rows, and 59 more variables: institution <chr>,
## #   tenure <chr>, gross_salary <dbl>, net_salary <dbl>, benefits1 <chr>,
## #   benefits2 <chr>, benefits3 <chr>, benefits4 <chr>, benefits5 <chr>,
## #   otherbenefits1 <chr>, otherbenefits2 <chr>, otherbenefits3 <chr>,
## #   otherbenefits4 <chr>, materials1 <chr>, materials2 <chr>, materials3 <chr>,
## #   materials4 <chr>, materials5 <chr>, materials6 <chr>, materials7 <chr>,
## #   othermaterials1 <chr>, othermaterials2 <chr>, othermaterials3 <chr>, ...
```

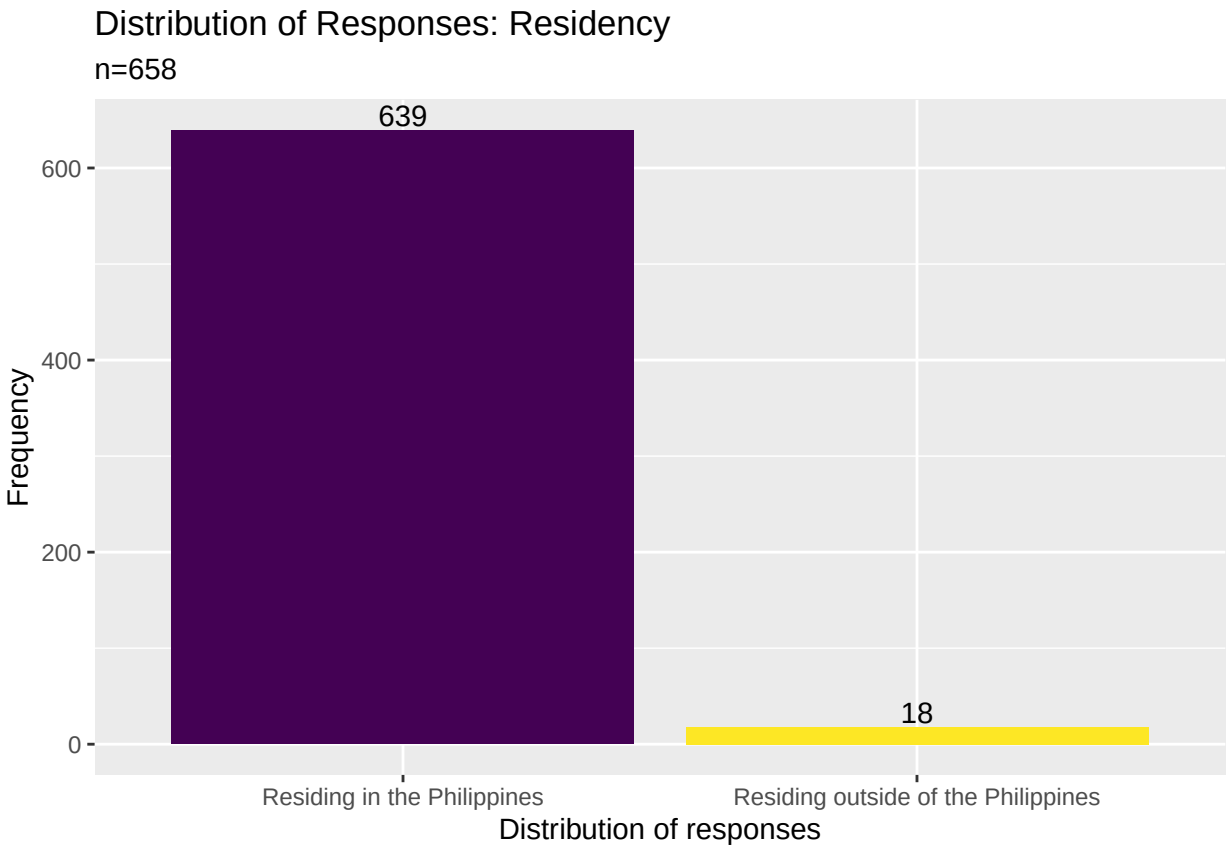
Question: Are you currently a licensed librarian (R.A. 9246) ?

- Yes, I have a valid and up-to-date PRC license for librarians
- No, I have not renewed my license
- No, I have never taken any licensure examination for librarians and/or never applied for a PRC license for librarians



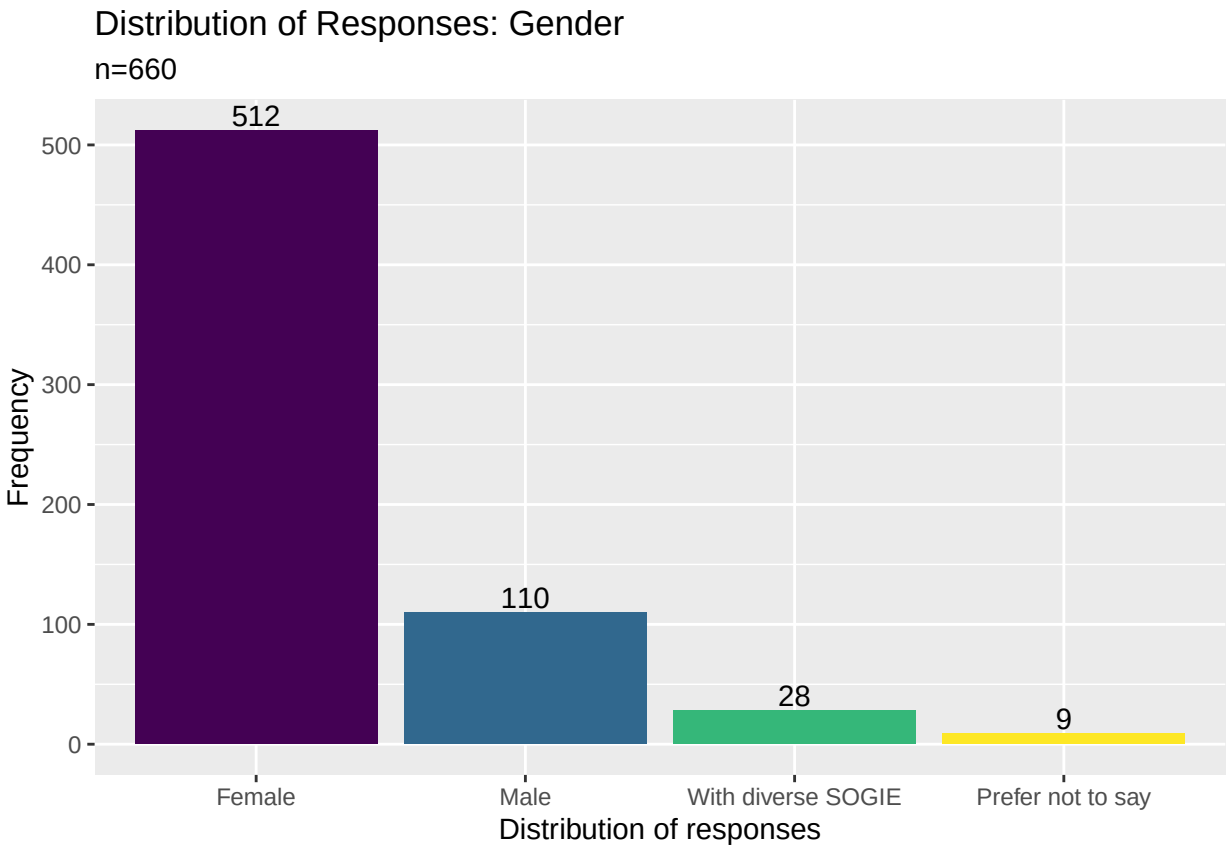
Question: Are you currently residing in the Philippines?

- Yes, I am currently residing and staying in the Philippines
- No, I am in the Philippines right now but only for vacation
- No, I am currently residing outside the Philippines



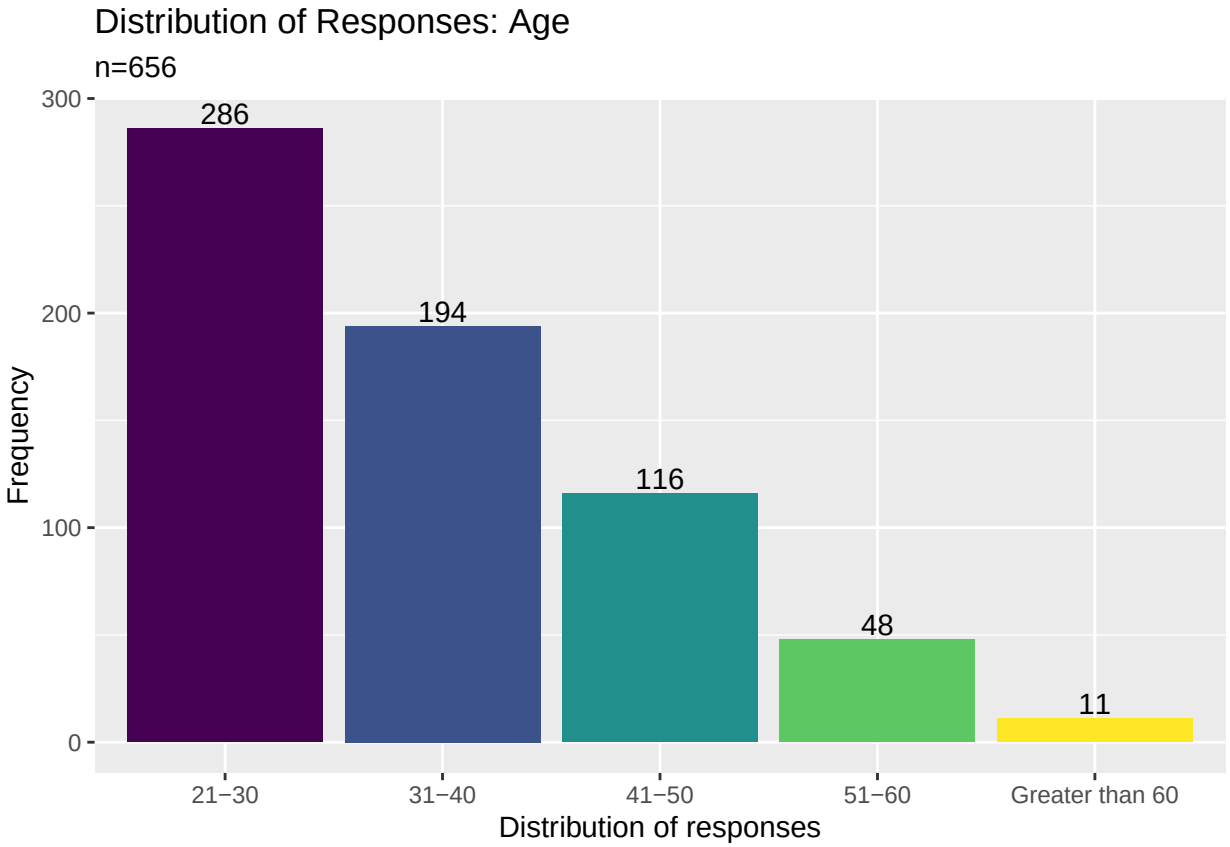
Question: Kindly indicate which gender you identify the most

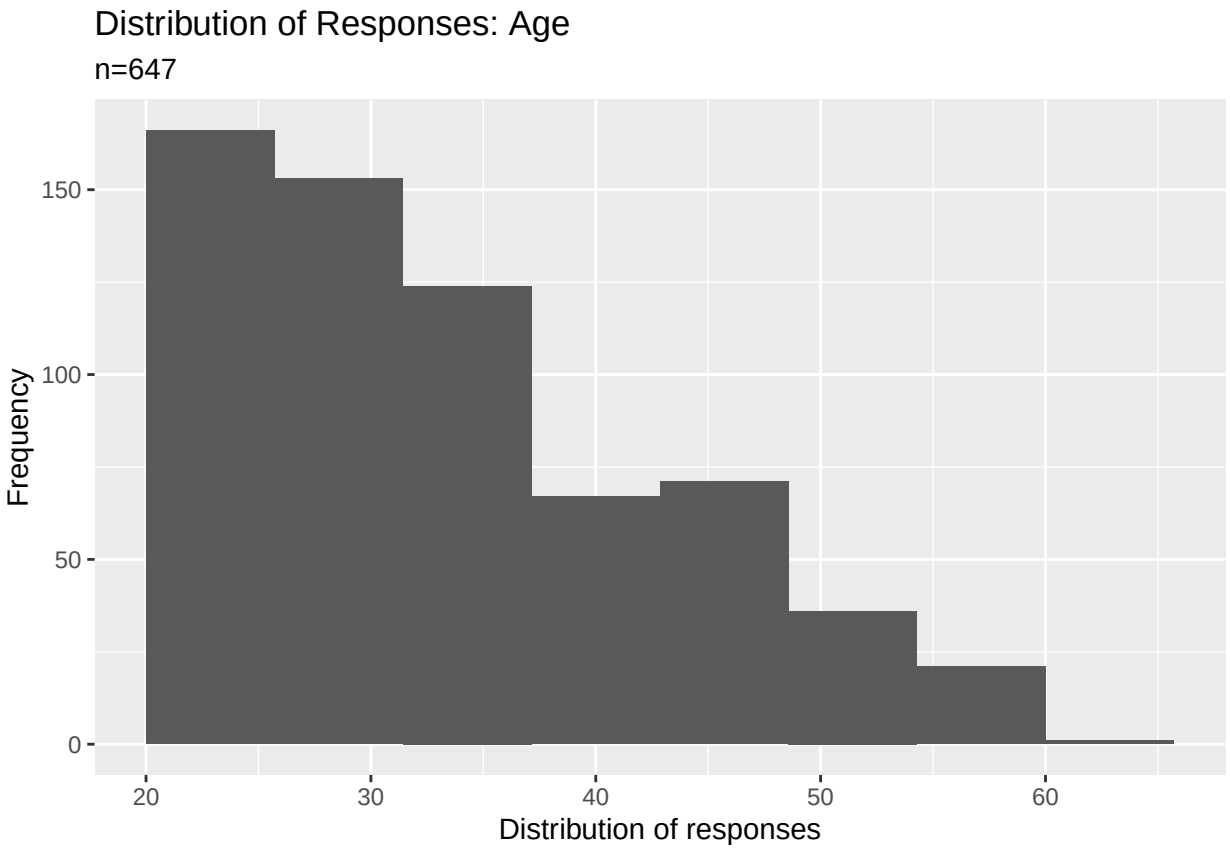
- Man
- Woman
- LGBTQ+
- Prefer not to say

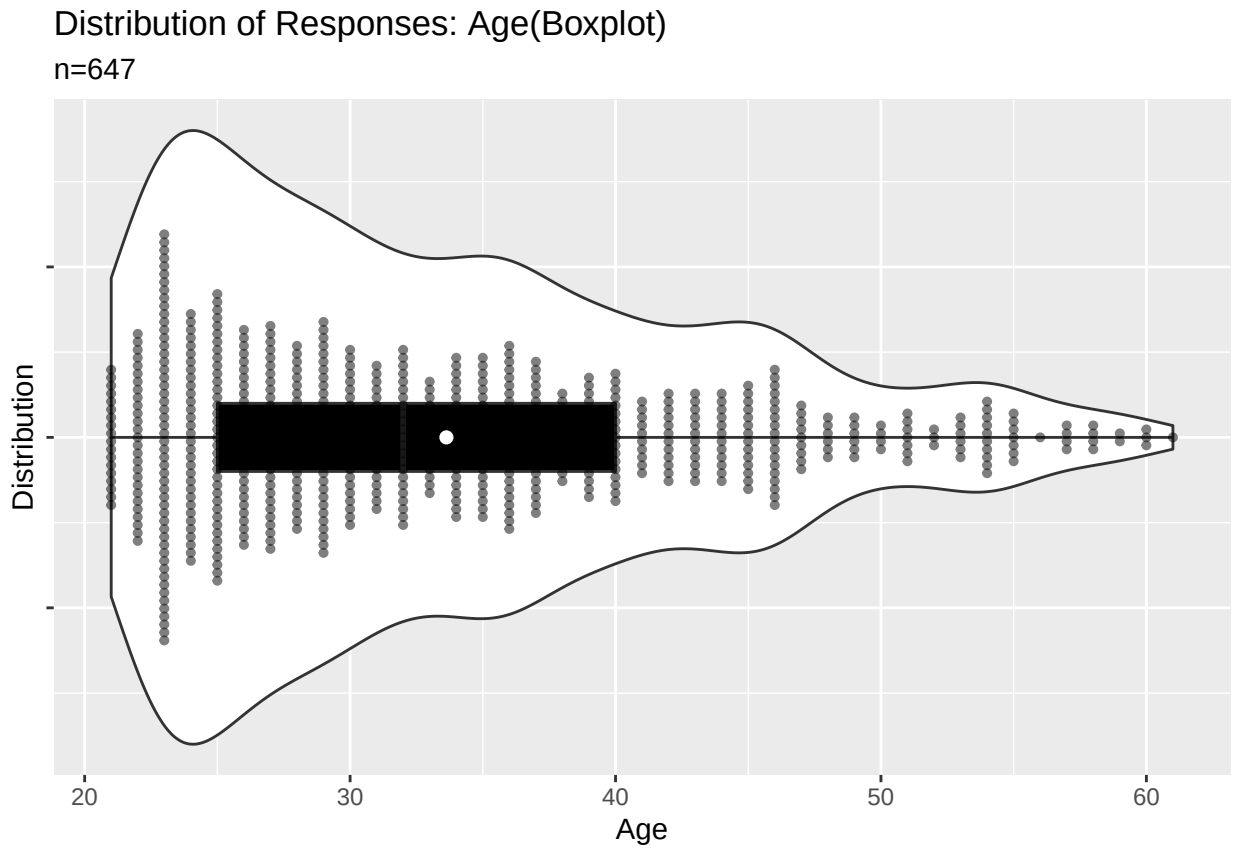


Question: Kindly indicate your age

```
##    Min. 1st Qu.  Median    Mean 3rd Qu.    Max.    NA's
##    18.0    25.0    31.0    33.8    40.0   100.0      24
```

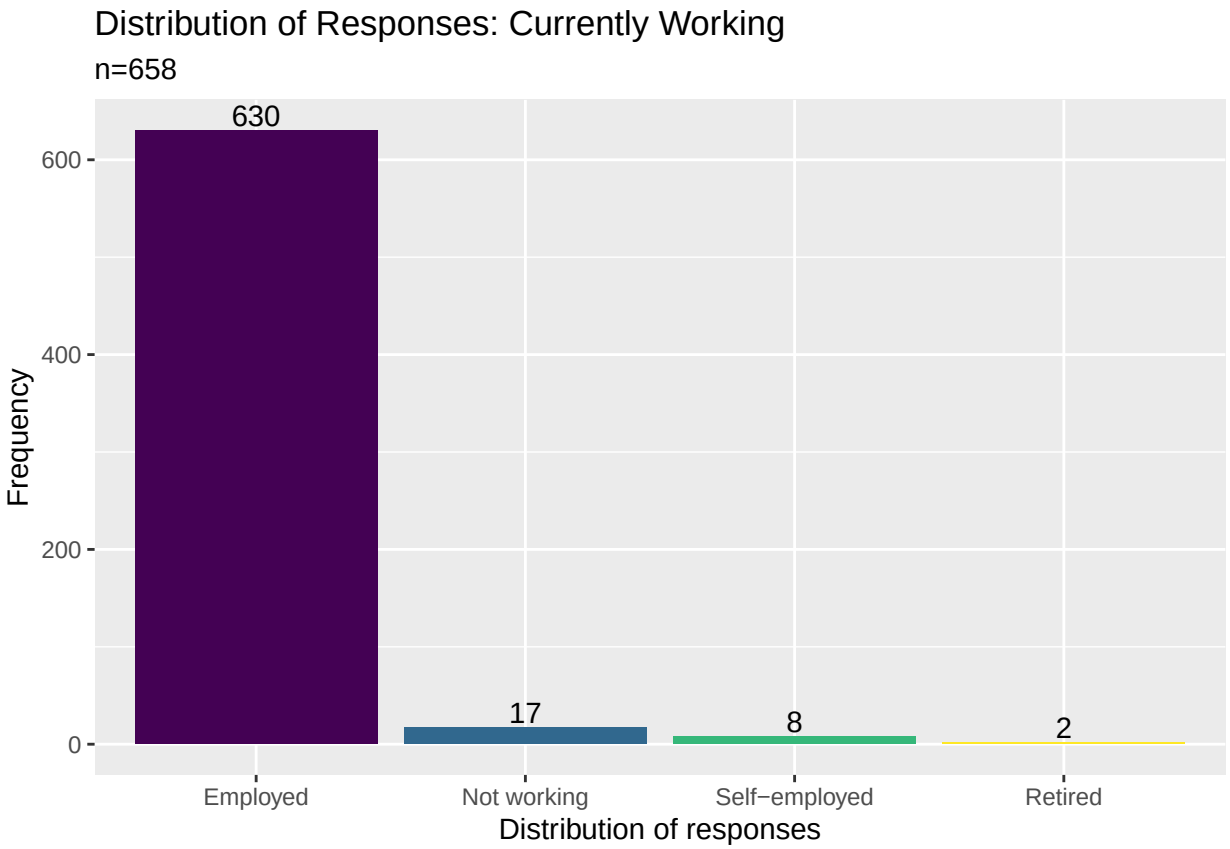

Distribution of Responses: Age
n=656
300
200
100
0
Frequency
286
194
116
48
11
21−30
31−40
41−50
51−60
Greater than 60
Distribution of responses


Distribution of Responses: Age
n=647
150
100
50
0
Frequency
20
30
40
50
60
Distribution of responses



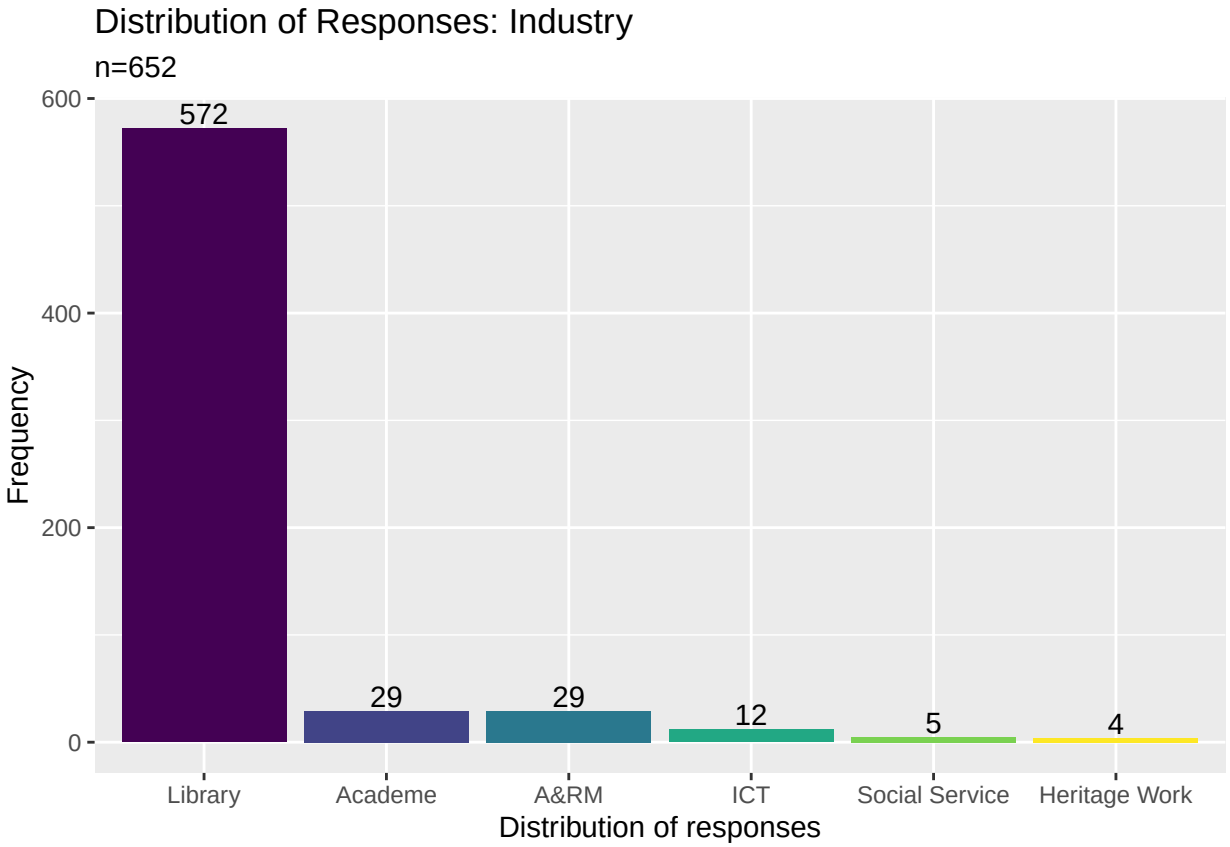
Question: Are you currently employed and/or working?

- Yes, I am currently employed by an institution, agency, individual or similar.
- Yes, I am currently self-employed and/or doing freelance and consultancy work.
- No, I am currently not working for reasons other than retirement.
- No, I am a retiree.



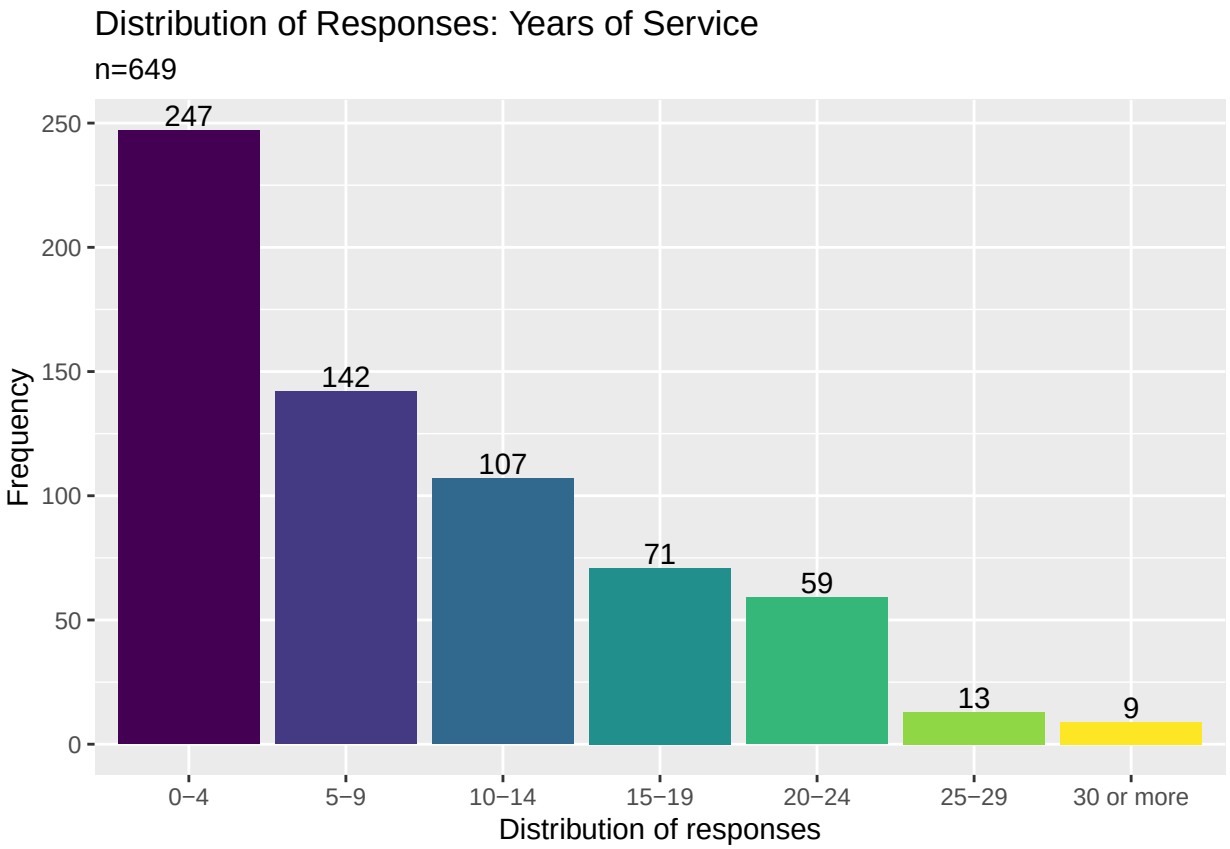
Question: Kindly indicate the setting, field or industry you are primarily working in

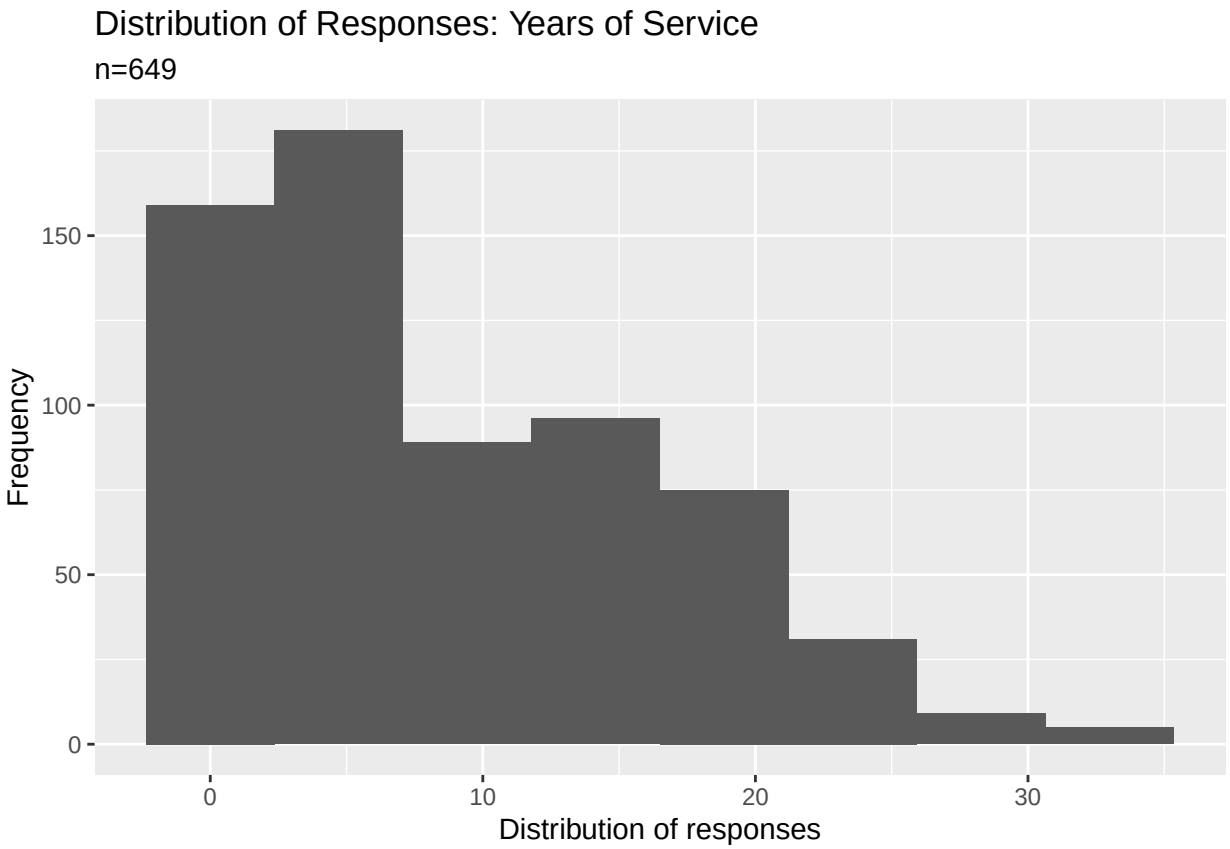
- library
- archives and/or records management
- academic institution (non-librarian position)
- information technology, computer science, software / database engineering and other similar line of work
- museum and heritage work
- social services

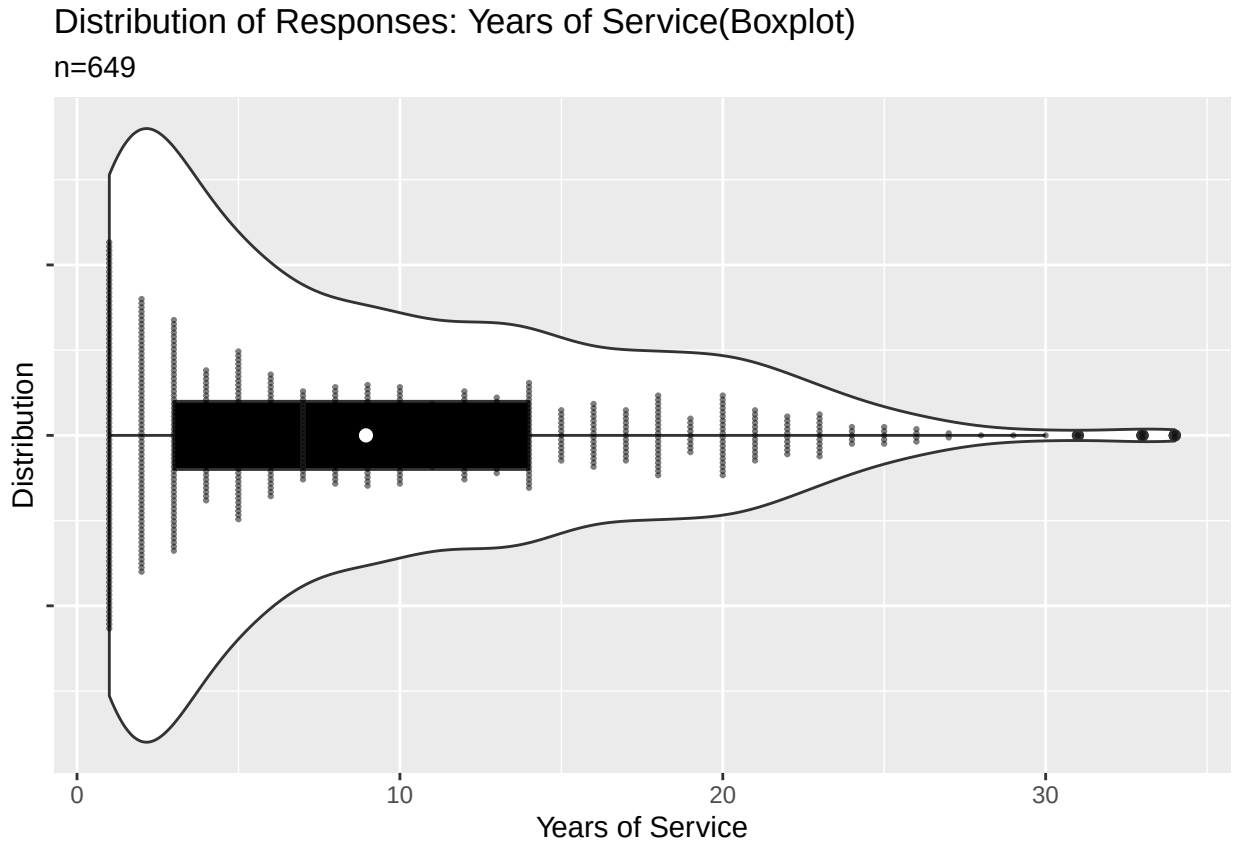


Question: How long have you been working as a professional after passing the licensure exam for librarians (cumulative years)

```
##    Min. 1st Qu.  Median    Mean 3rd Qu.    Max.    NA's
##    1.00    3.00    7.00    9.21   14.00   60.00      34
```

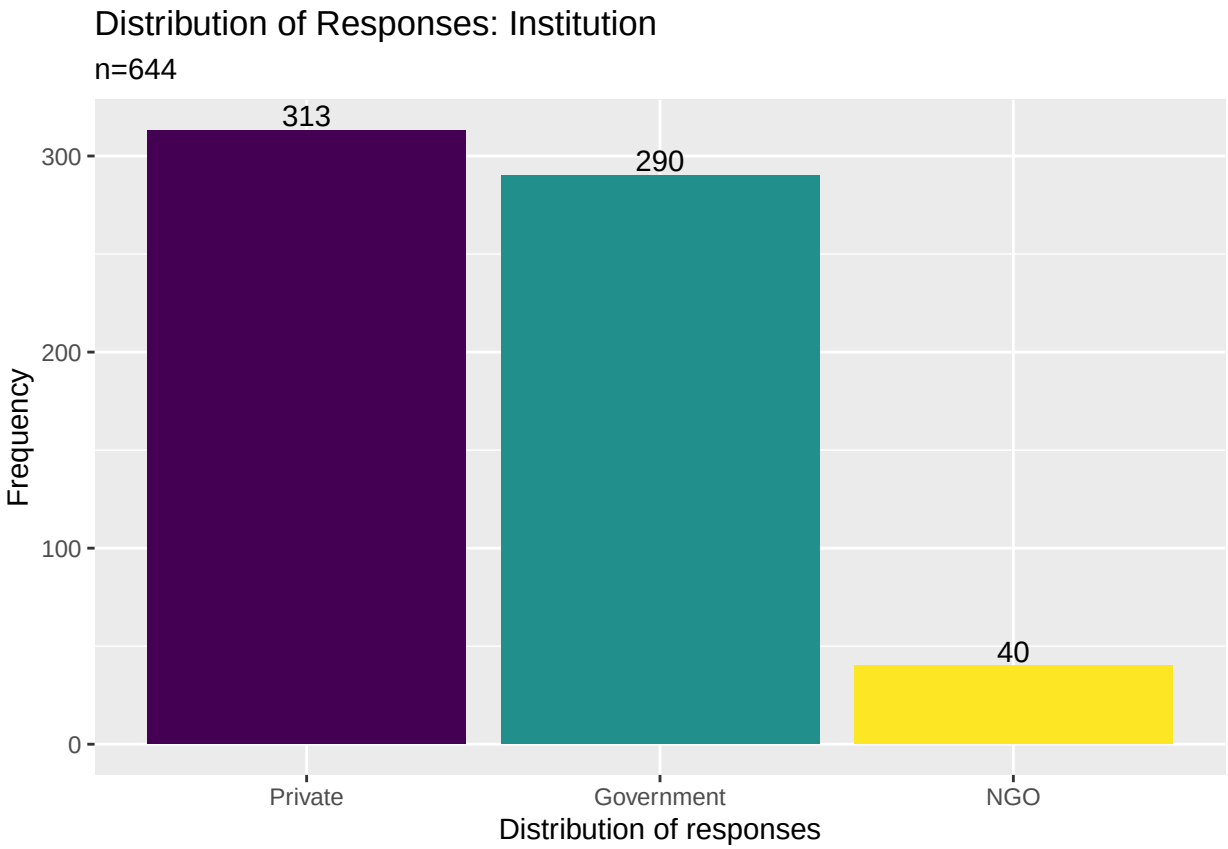

Distribution of Responses: Years of Service
n=649
Frequency
250
200
150
100
50
0
247
142
107
71
59
13
9
0–4
5–9
10–14
15–19
20–24
25–29
30 or more
Distribution of responses


Distribution of Responses: Years of Service
n=649
Frequency
150
100
50
0
0
10
20
30
Distribution of responses



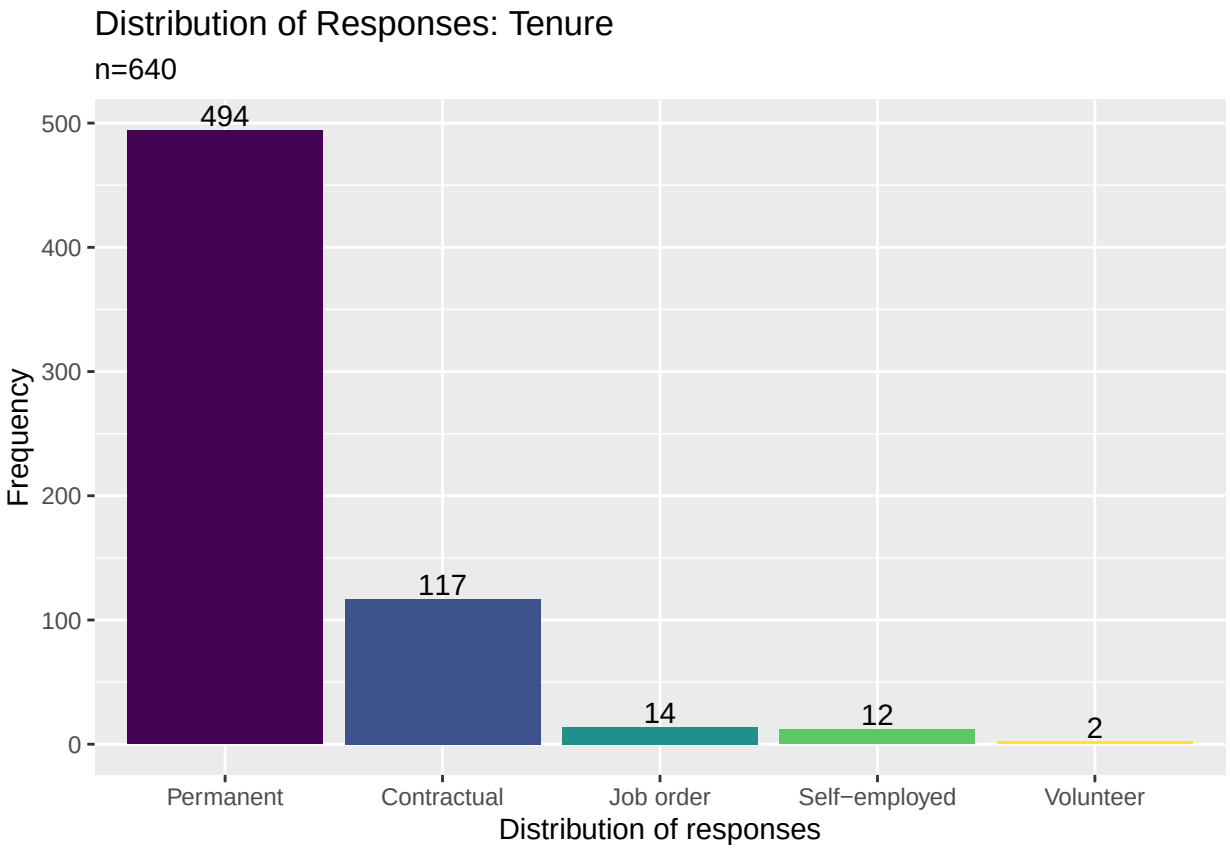
Question: Kindly indicate the type of institution (in terms of ownership) you are primarily working in

- government
- private (in-house)
- private (BPO)
- non-profit



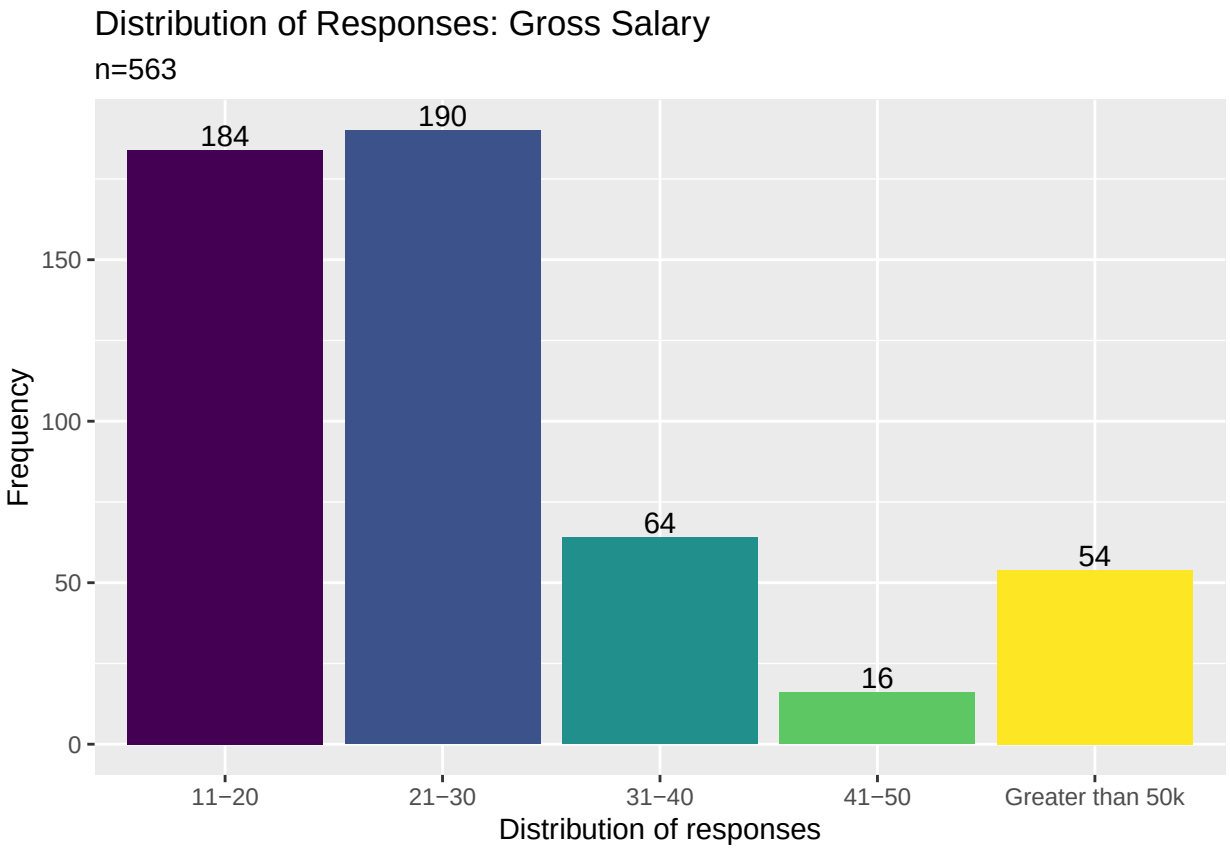
Question: Kindly indicate your current tenure status

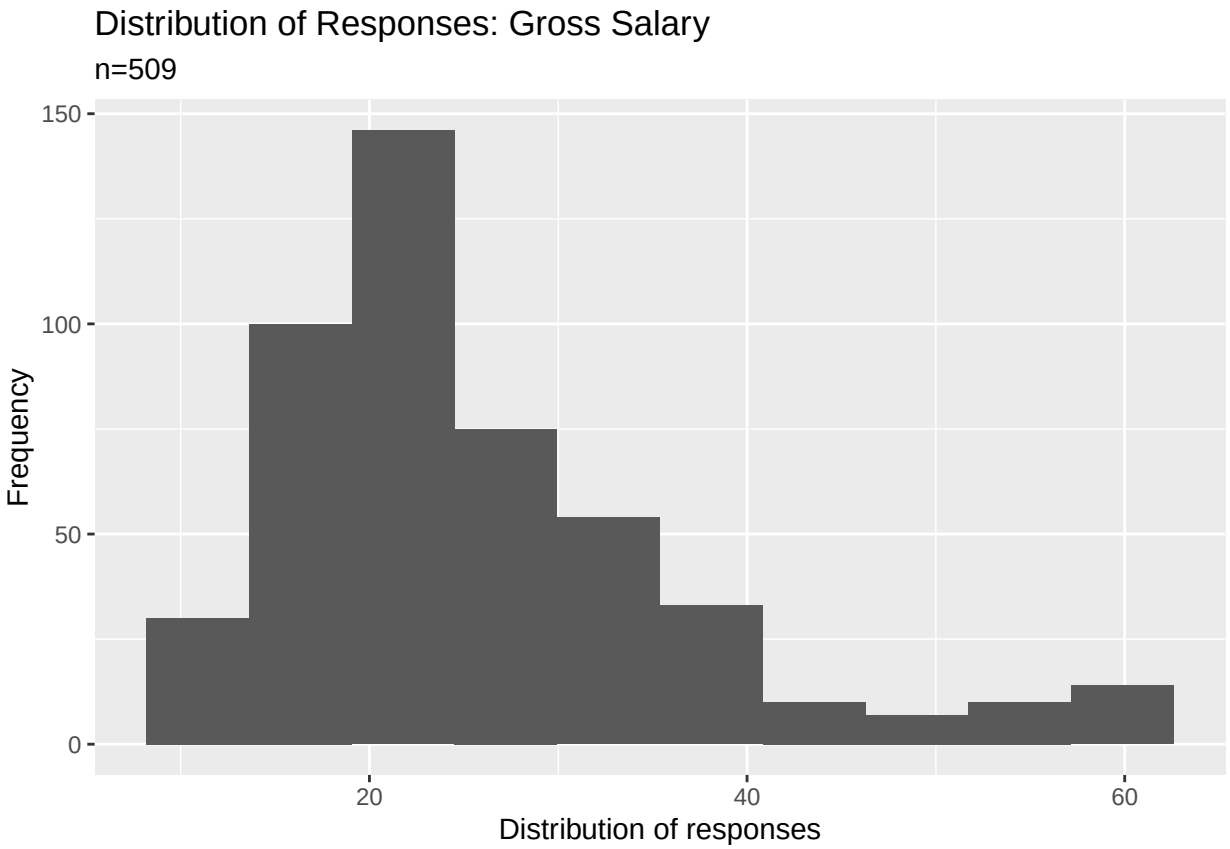
- permanent
- contractual
- voluntary work
- job order (J.O.)
- self-employed, freelancing or working with multiple institutions

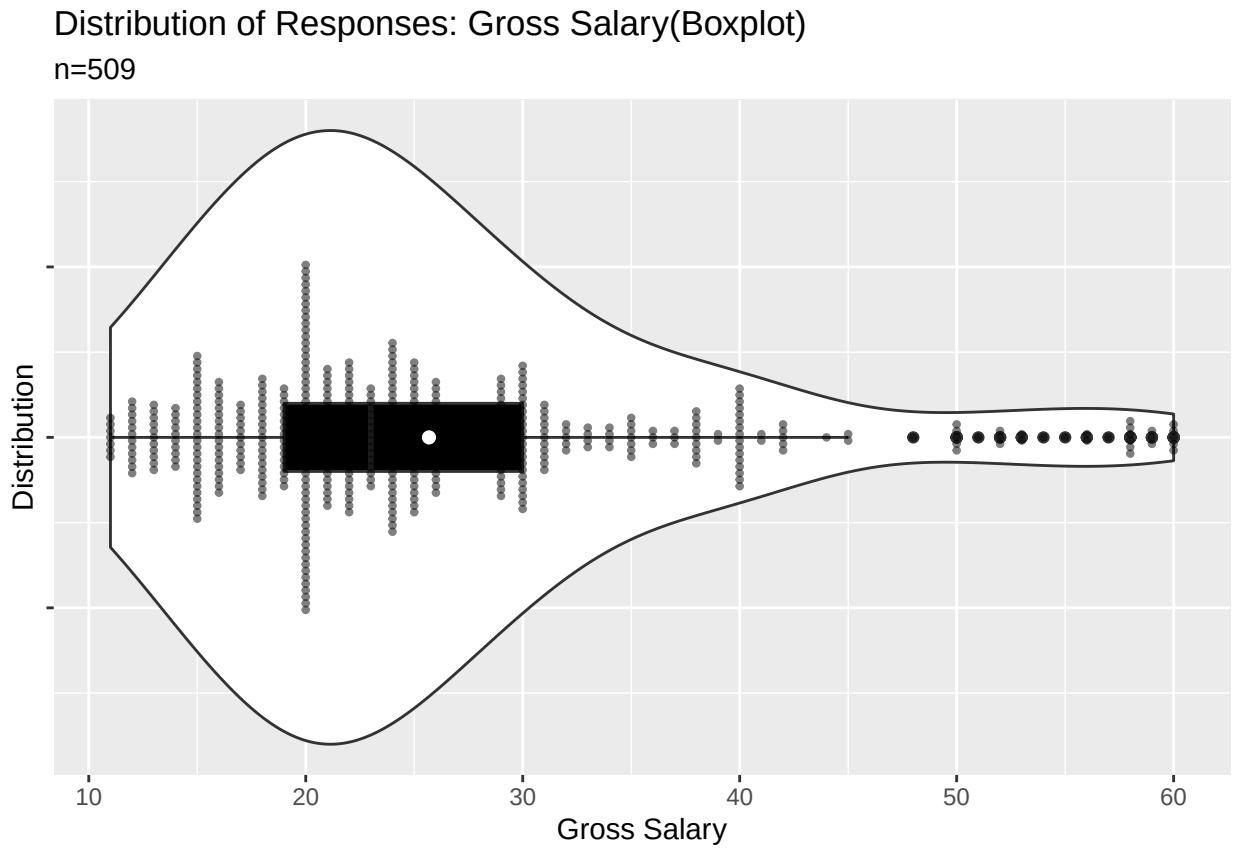


Question: Kindly indicate your current monthly gross salary or income range (before deductions)

```
##    Min. 1st Qu.  Median    Mean 3rd Qu.    Max.    NA's
##     1.0    17.0    22.0    26.9    30.0   100.0     122
```

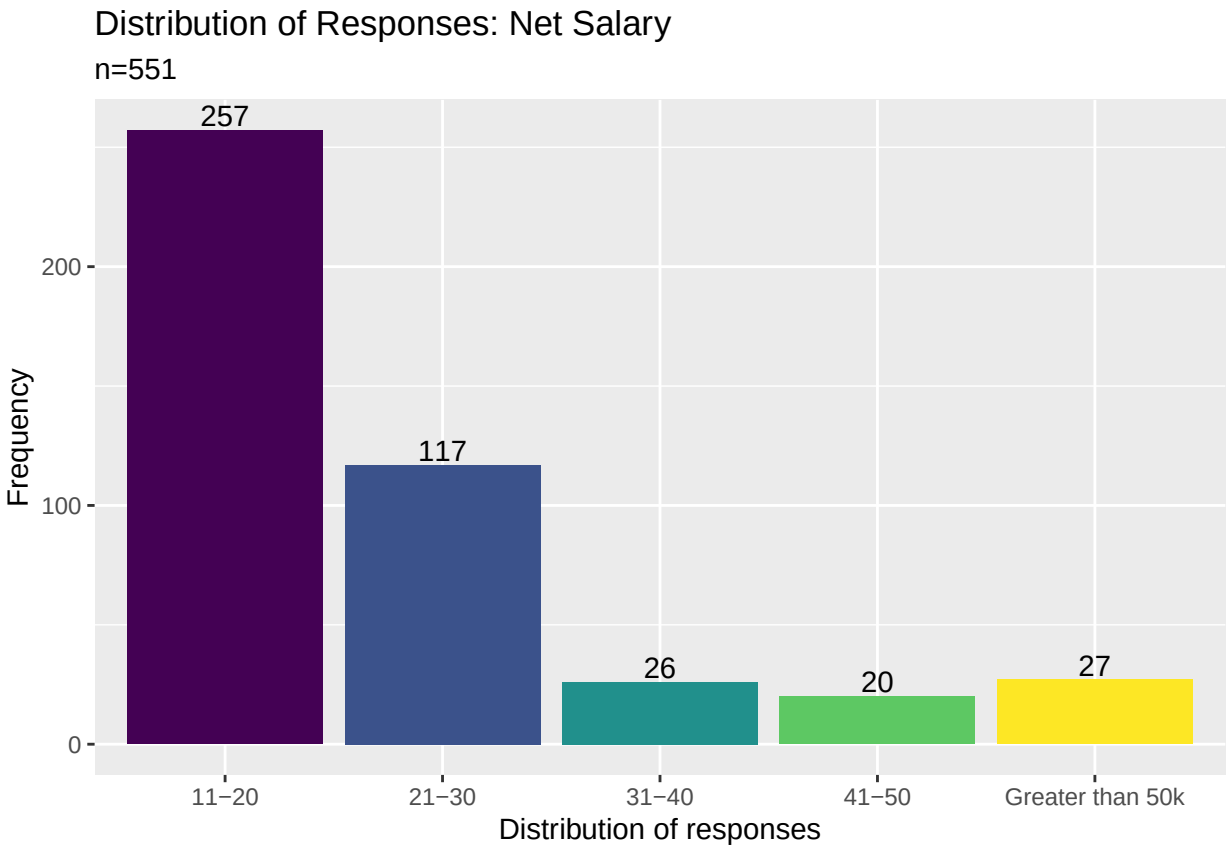

Distribution of Responses: Gross Salary
n=563
184
190
64
16
54
150
100
50
0
Frequency
11−20
21−30
31−40
41−50
Greater than 50k
Distribution of responses

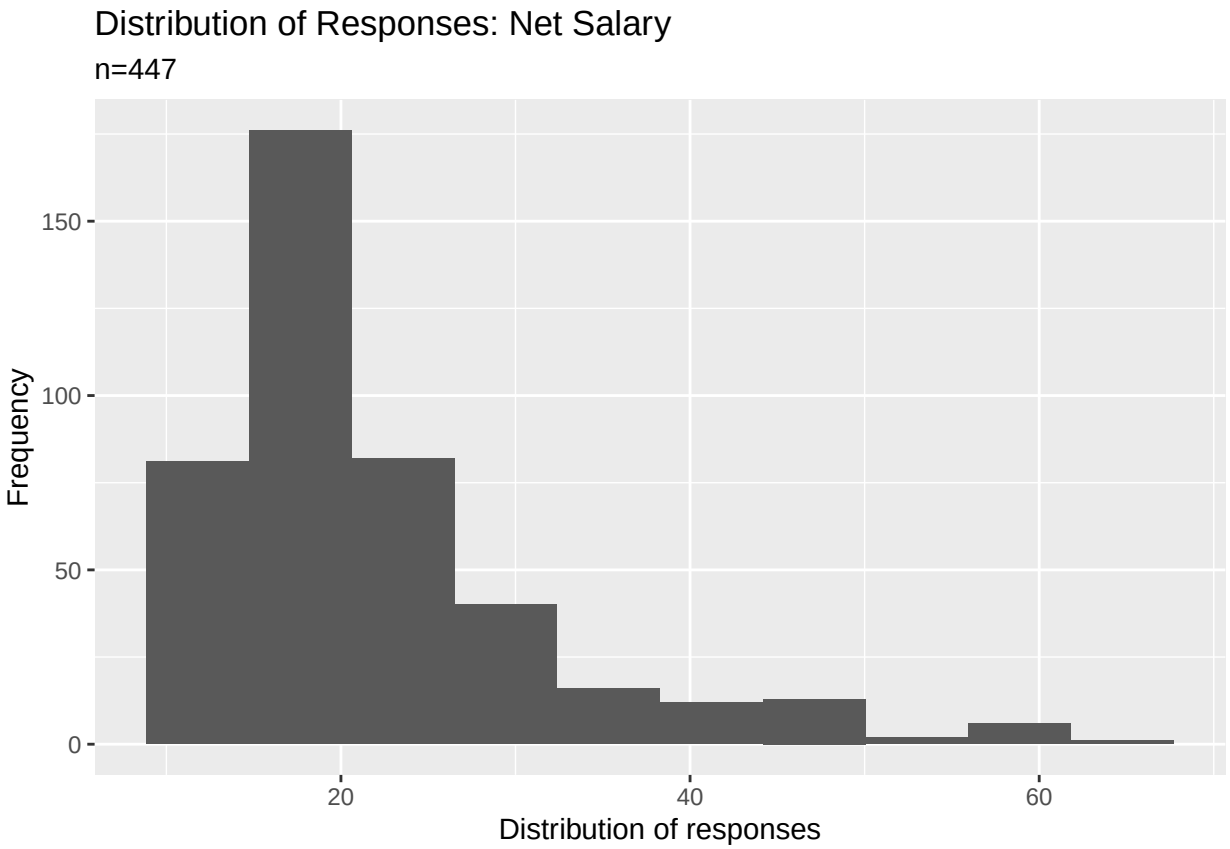

Distribution of Responses: Gross Salary
n=509
150
100
50
0
Frequency
20
40
60
Distribution of responses

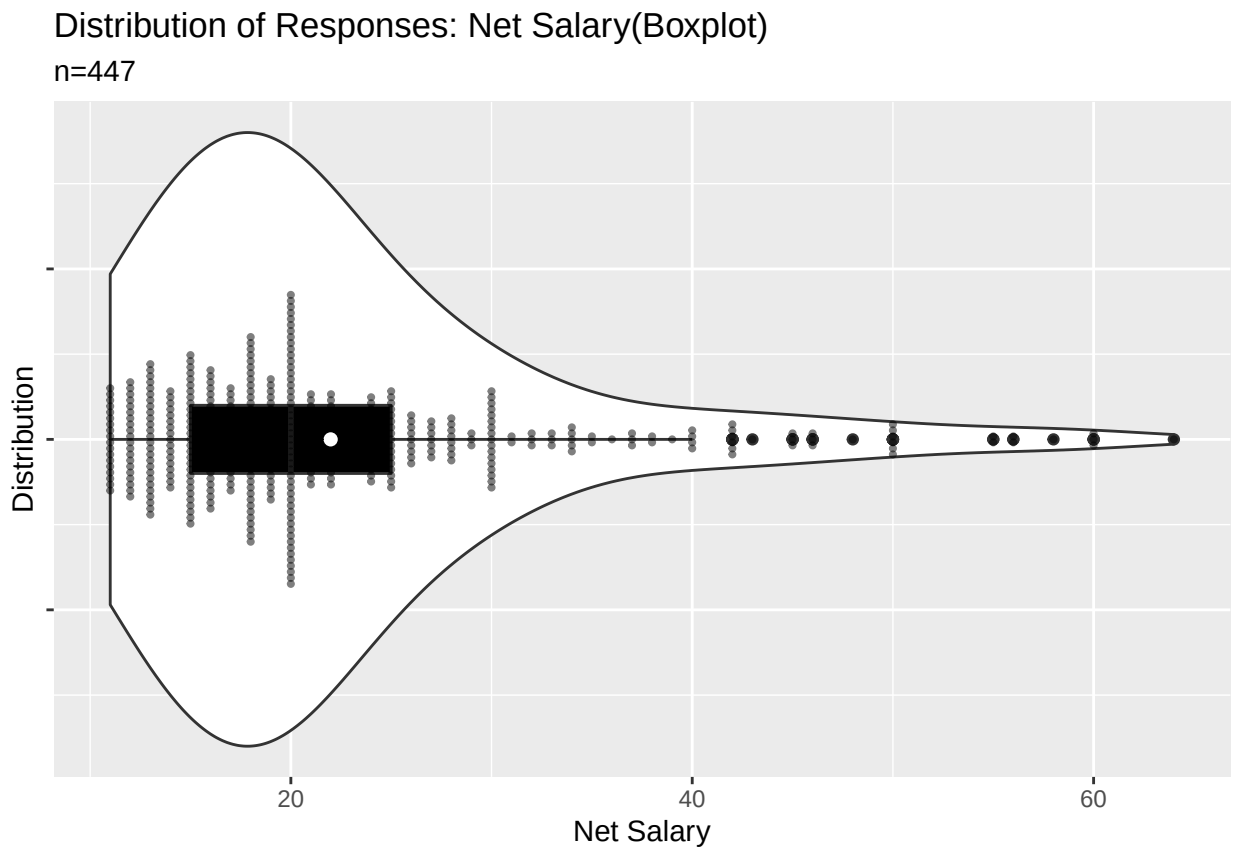


Kindly indicate your current monthly net salary or income range (after deductions)

```
##    Min. 1st Qu.  Median    Mean 3rd Qu.    Max.    NA's
##     1.0    12.0    18.0    21.1    24.0   100.0     134
```

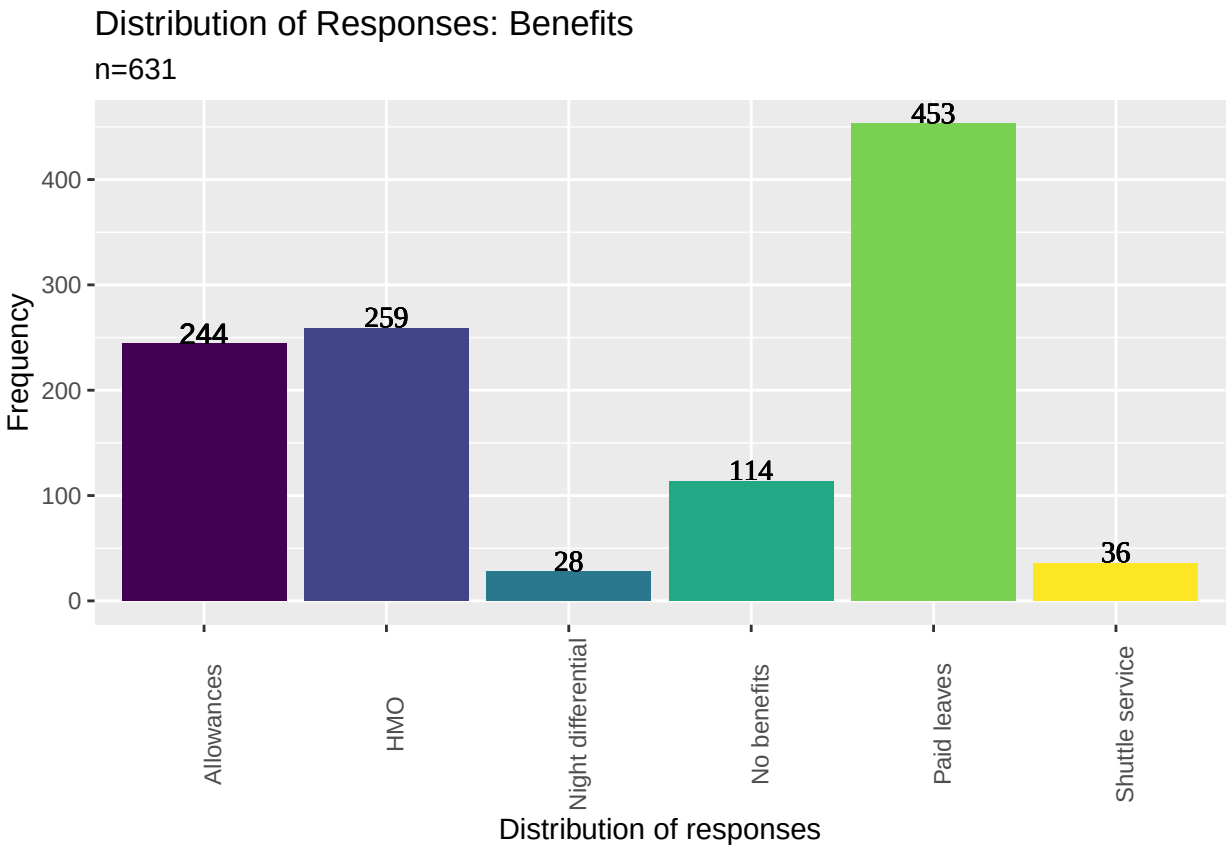

Distribution of Responses: Net Salary
n=551
257
117
26
20
27
200
100
0
Frequency
11−20
21−30
31−40
41−50
Greater than 50k
Distribution of responses

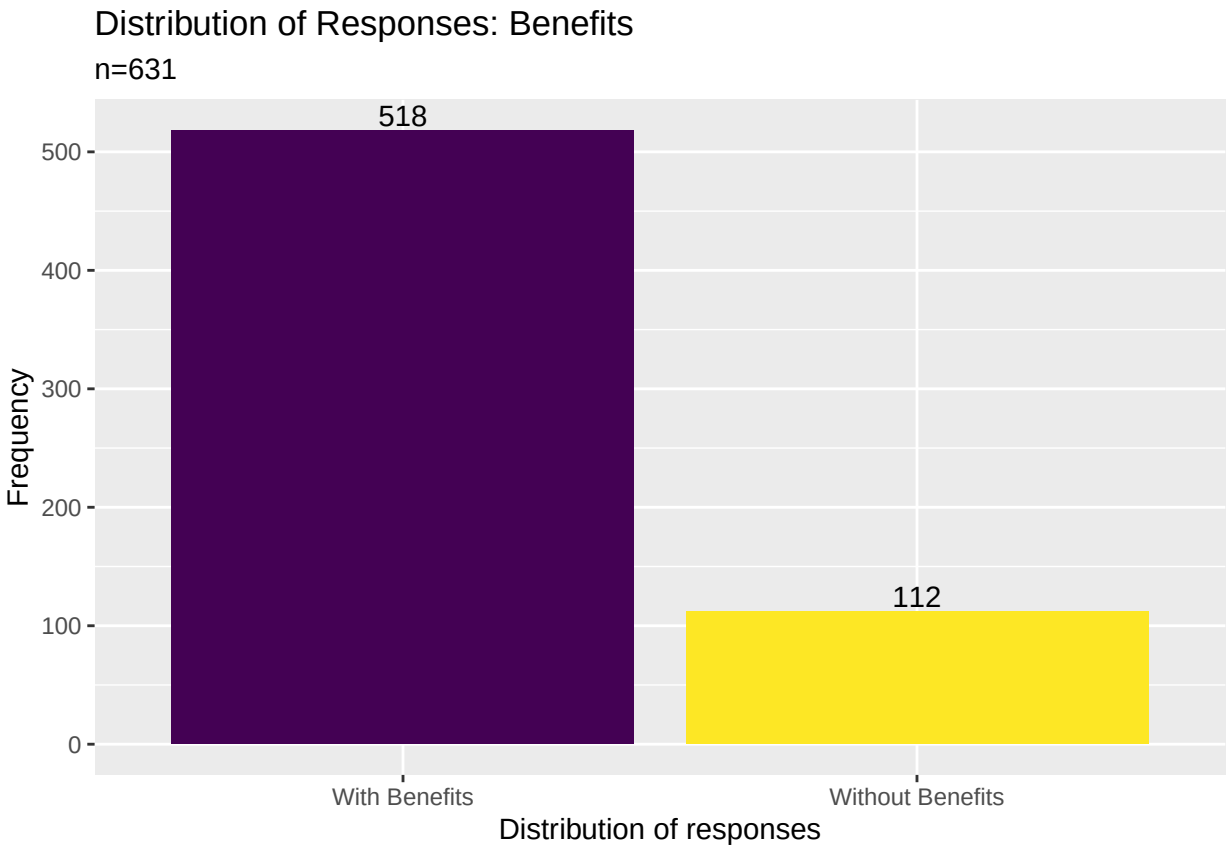

Distribution of Responses: Net Salary
n=447
150
100
50
0
Frequency
20
40
60
Distribution of responses



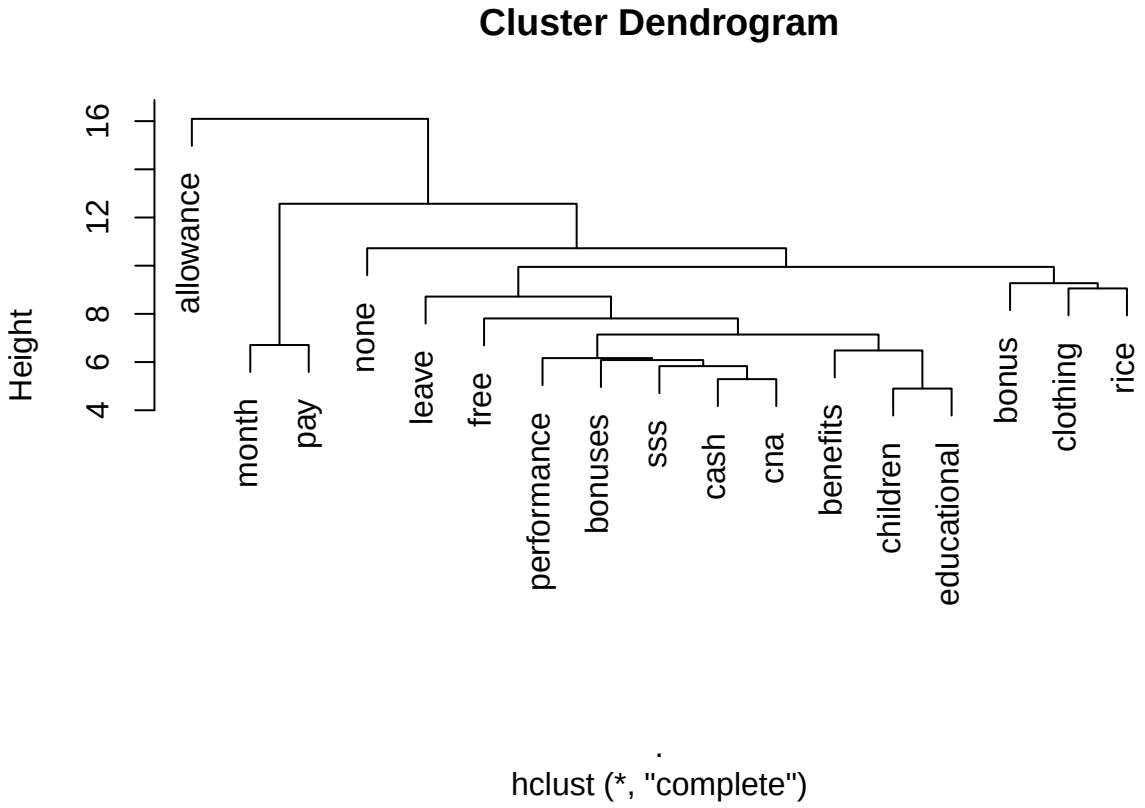
Question: Kindly indicate additional benefits, if any (please check all that apply)

- free shuttle service
- night differential pay
- paid vacation and/or sick leaves
- health card and/or insurance other than PhilHealth
- monetary allowances
- NONE / Not Applicable


Distribution of Responses: Benefits
n=631
Frequency
400
300
200
100
0
244
259
28
114
453
36
Allowances
HMO
Night differential
No benefits
Paid leaves
Shuttle service
Distribution of responses

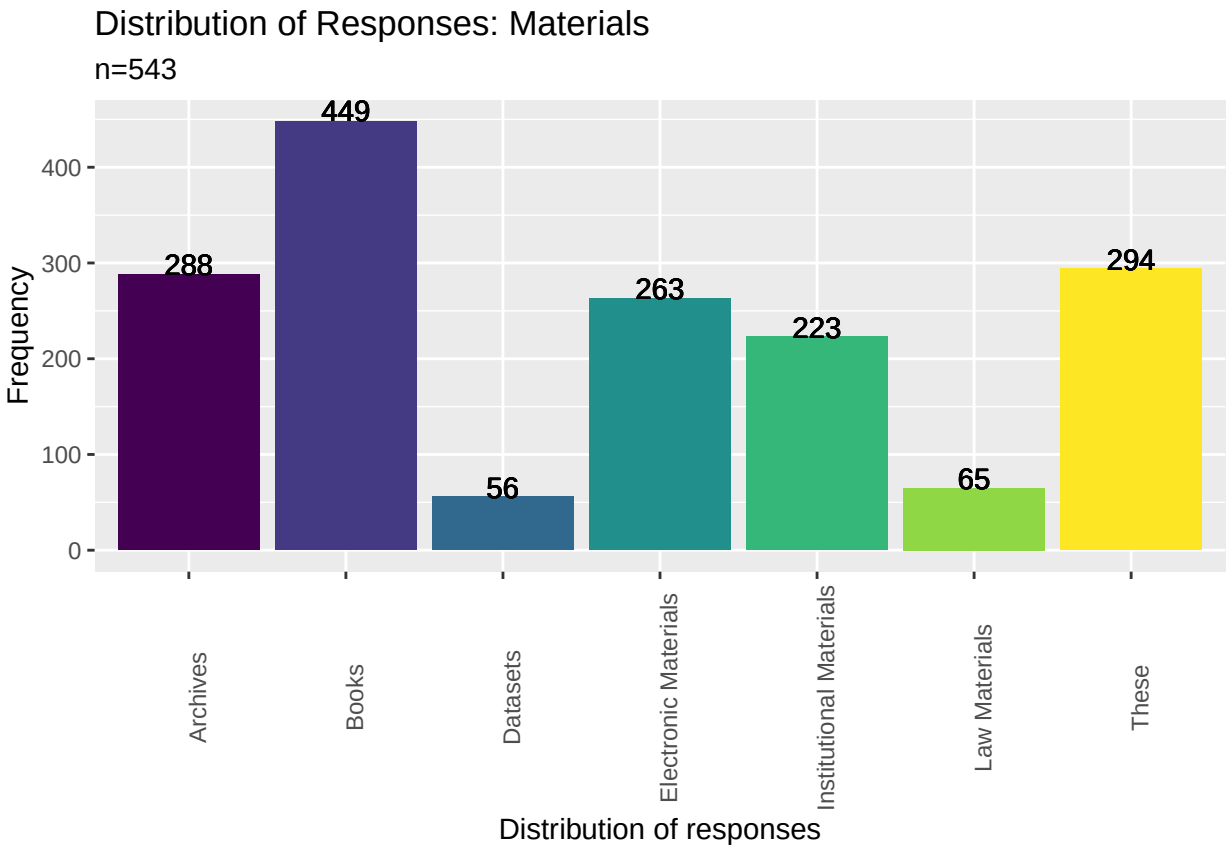

Distribution of Responses: Benefits
n=631
518
112
500
400
300
200
100
0
Frequency
With Benefits
Without Benefits
Distribution of responses

Question: Other benefits not mentioned in the previous page



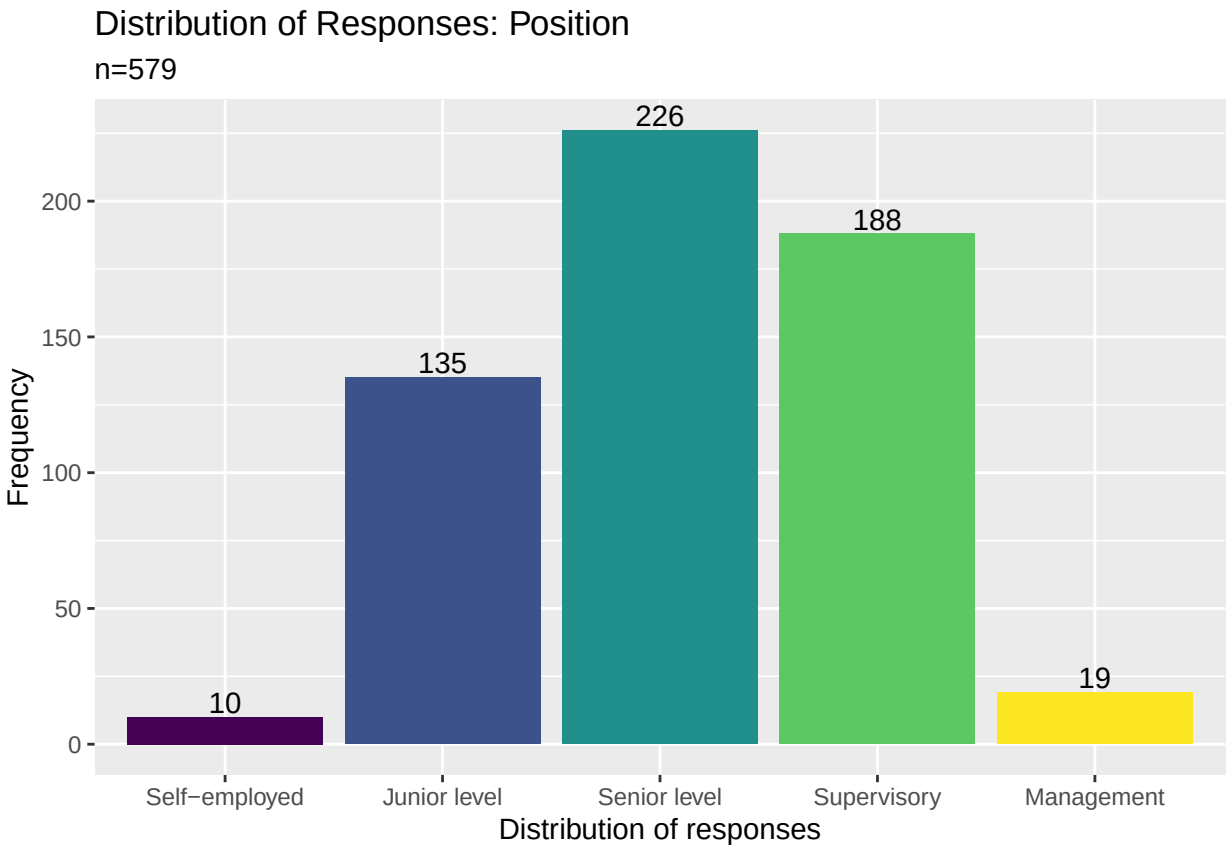
Question: What kind of materials are you currently working with? Kindly check all that applies.

- hardcopy theses and dissertations
- hardcopy books / pamphlets / etc
- electronic material (digital titles, digital archives, etc)
- law materials and resources
- archives (physical)
- data sets
- institutional files and records
- NA



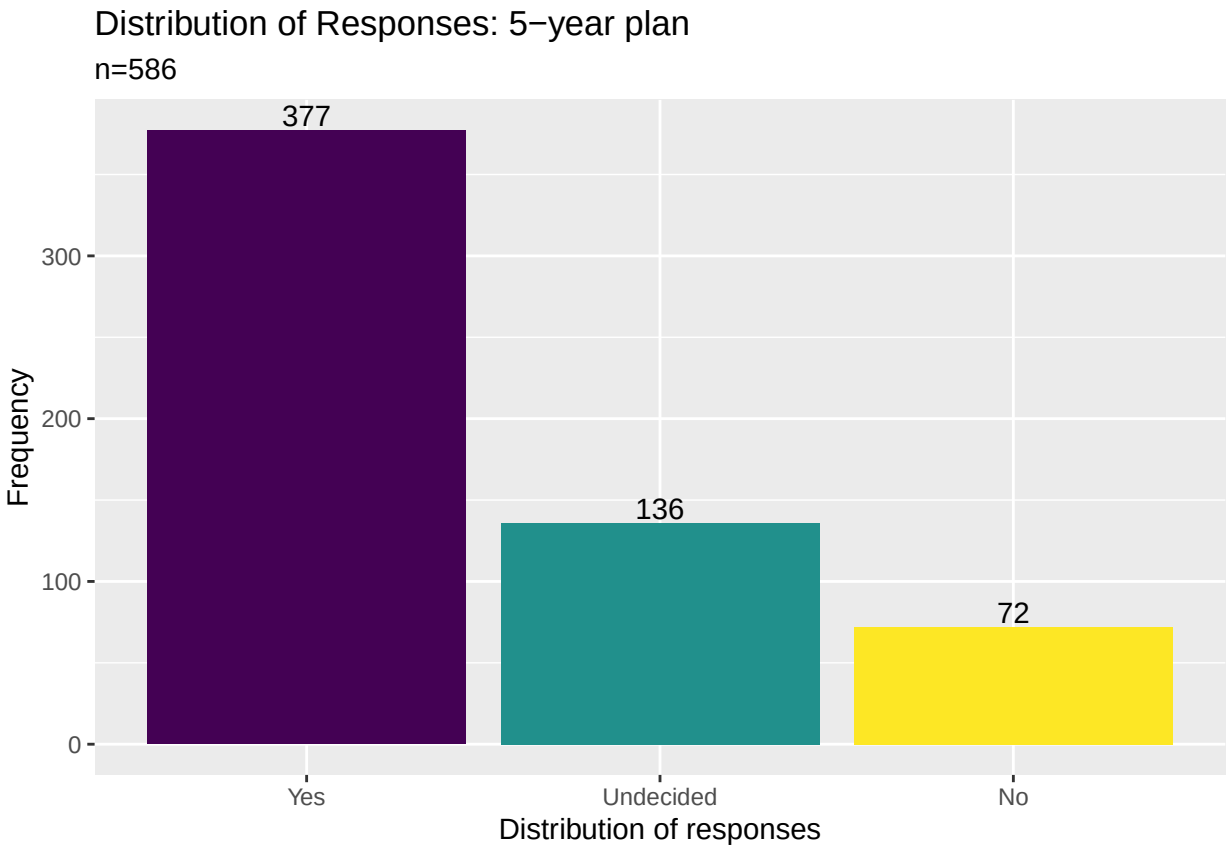
Question: Kindly indicate your current work position

- entry level / junior staff
- regular / senior staff (non-supervisory)
- supervisory / mid-management level
- upper management level / top tier executive
- consultant / freelancer / self-employed

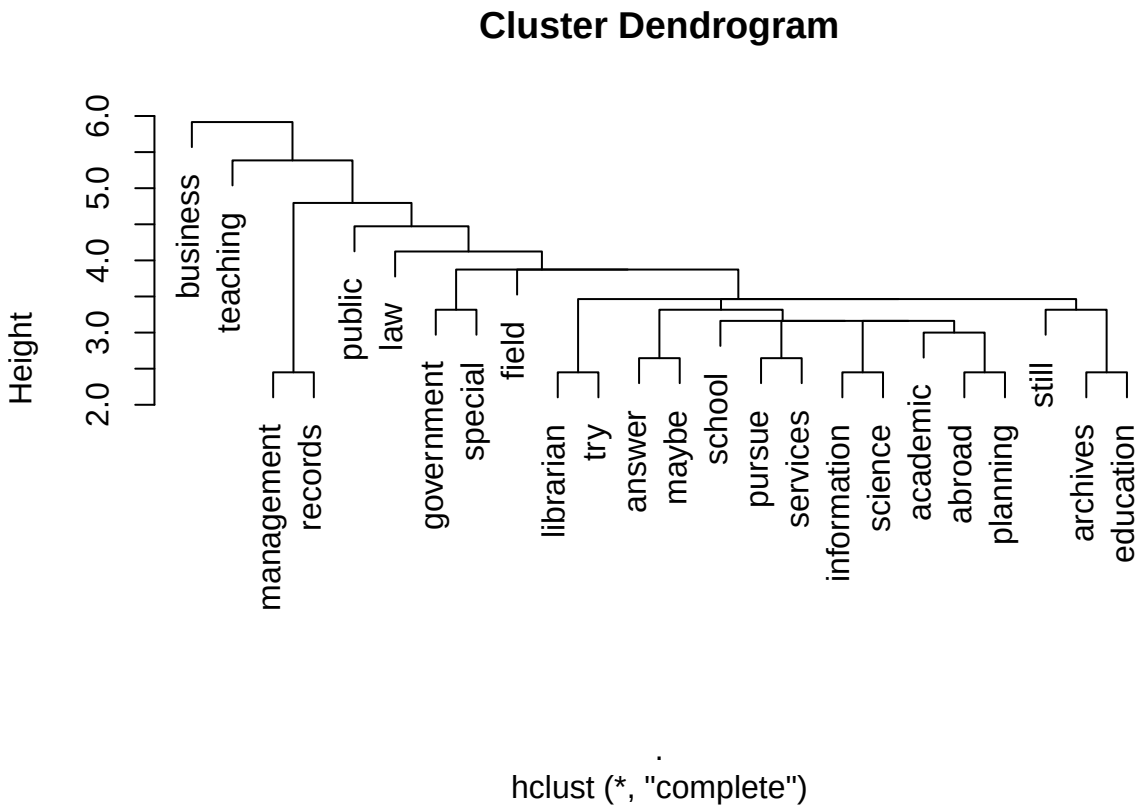


Question: Within the next five (5) years, do you see your self working in the same industry?

- Yes
- No (planning to shift to other fields or industry)
- Maybe / Undecided

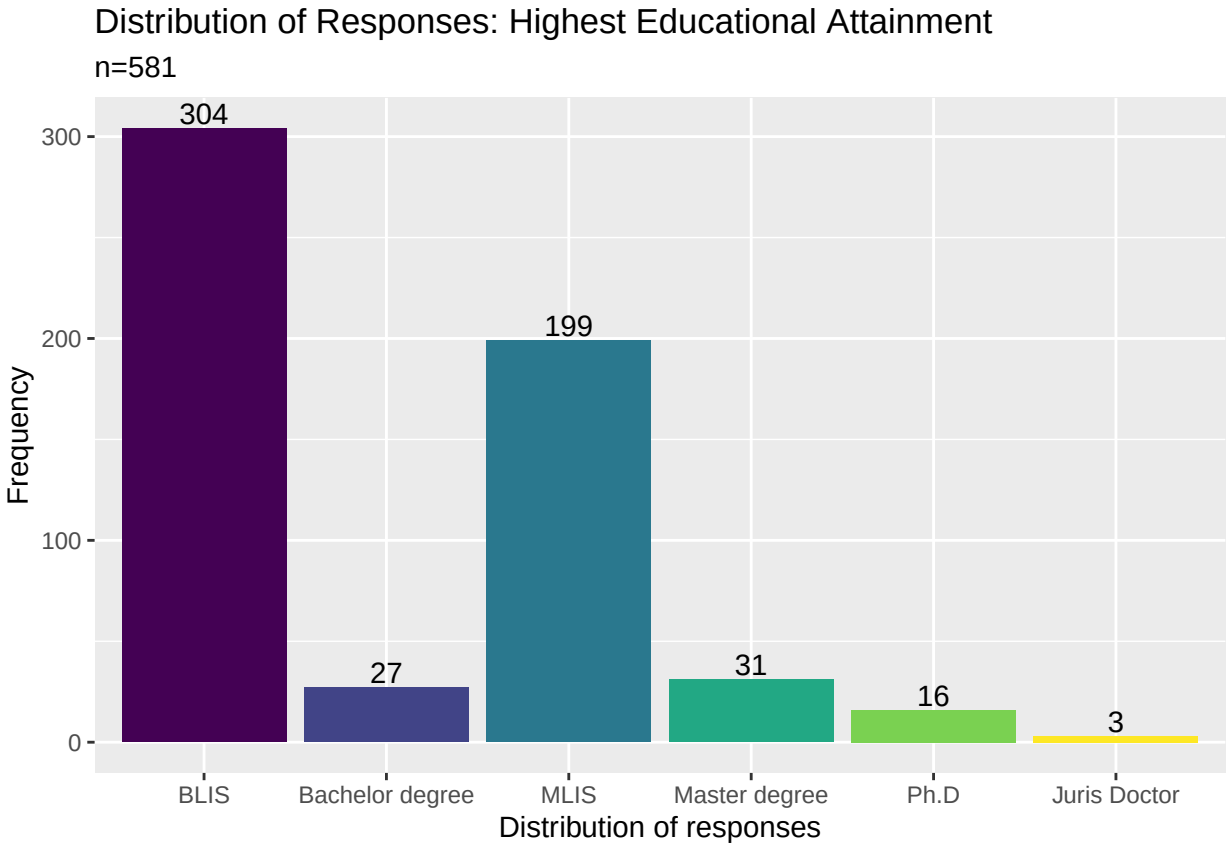

Distribution of Responses: 5−year plan
n=586
377
136
72
300
200
100
0
Frequency
Yes
Undecided
No
Distribution of responses

Question: If your answer was NO or MAYBE in the previous page, indicate the field you wish to pursue



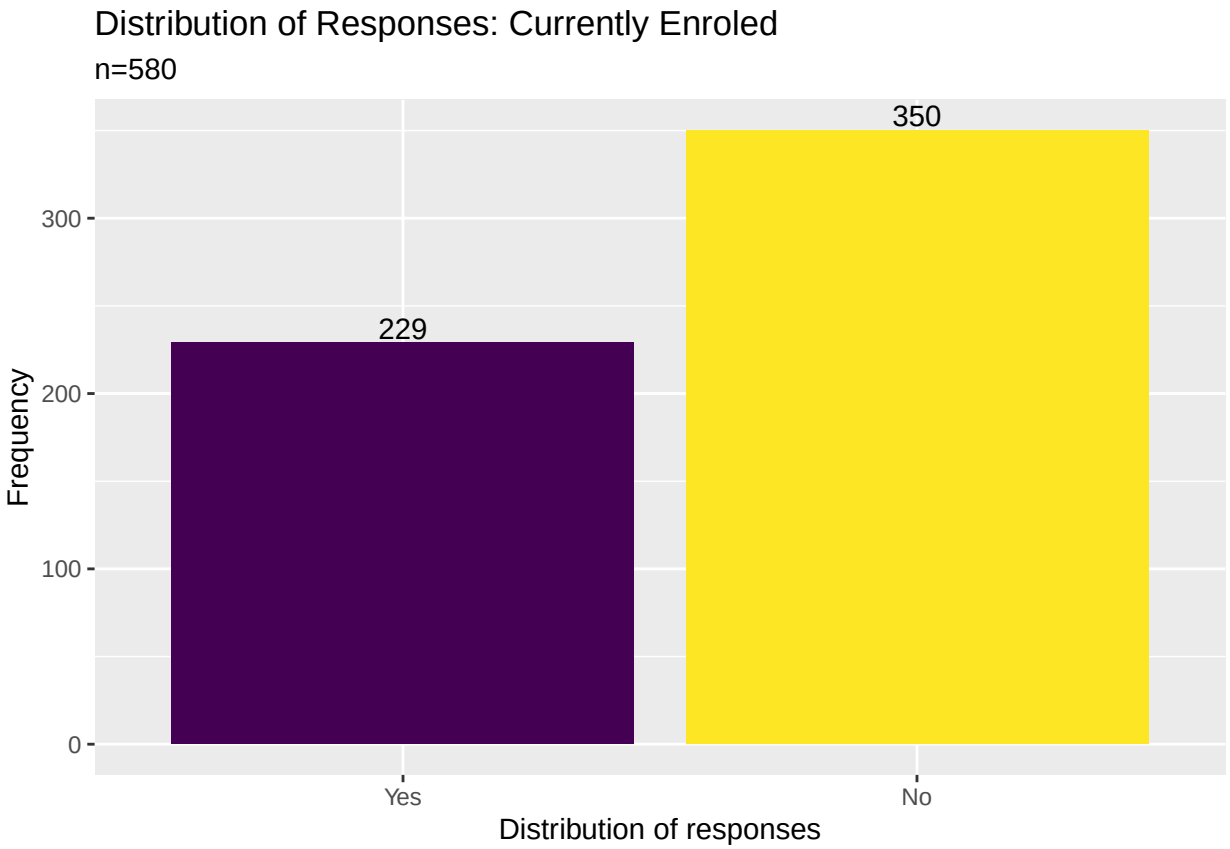
Question: Kindly indicate your highest educational attainment

- High School
- Bachelor's degree (BLIS)
- Bachelor's degree (non-BLIS)
- Master's degree (MLIS)
- Master's degree (non-MLIS)
- Juris Doctor / Bachelor of Laws
- Doctor of Philosophy (Ph.D)



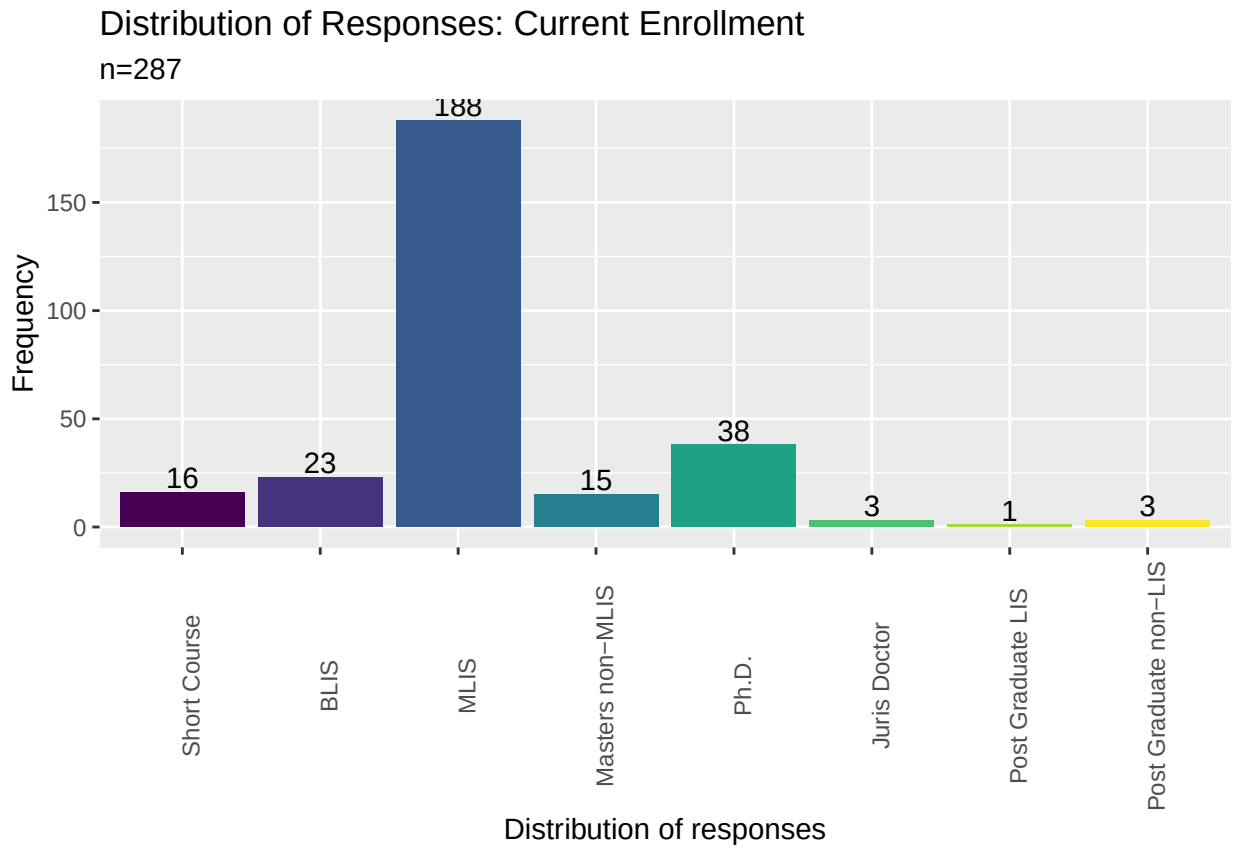
Question: Are you currently enrolled in formal studies? (Short Courses, Certificate Program, Diploma Program, Master Program, PhD)

- Yes
- No



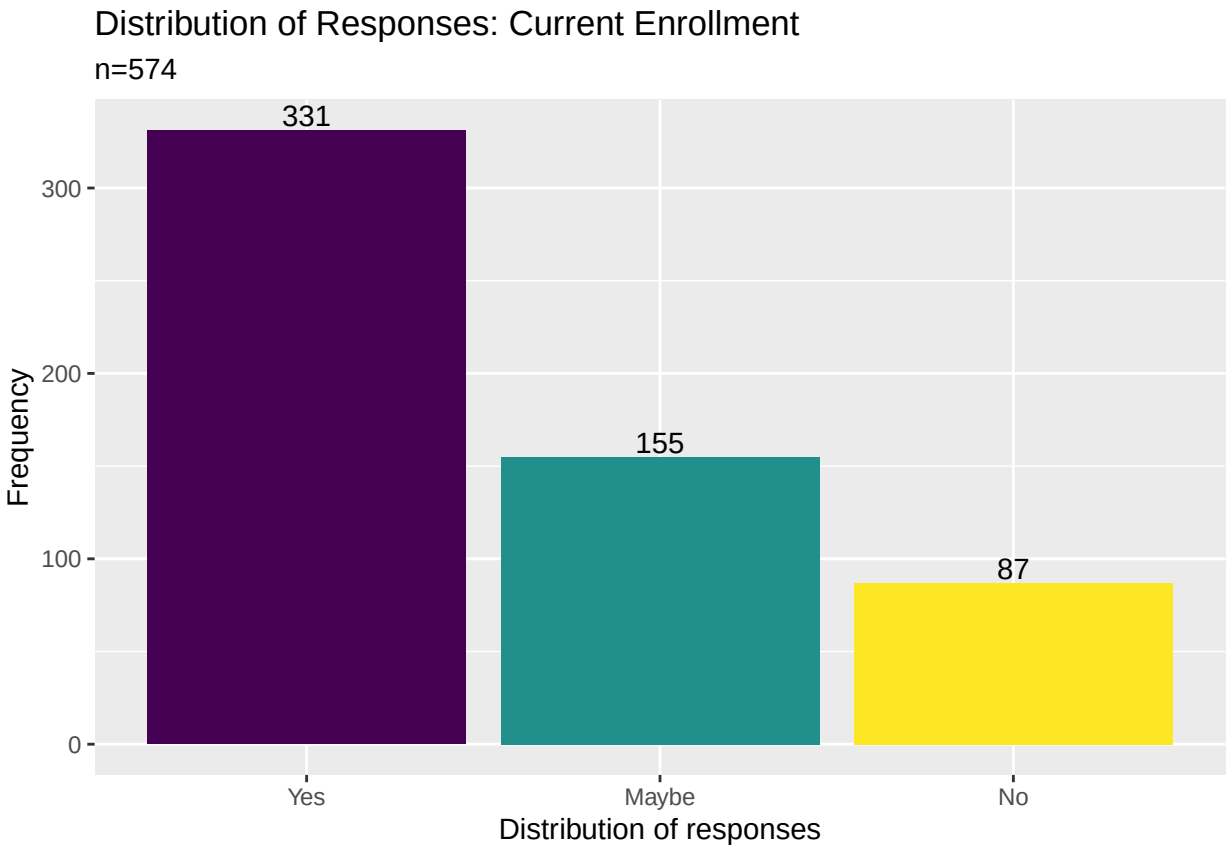
Question: If your answer was YES, indicate the degree you are currently completing

- Short | Certificate | Diploma Program
- Bachelor's degree (BLIS)
- Master's degree (MLIS)
- Master's degree (non-MLIS)
- Juris Doctor / Bachelor of Laws
- Doctor of Philosophy (Ph.D)
- Post-graduate Certificate or Diploma (LIS)
- Post-graduate Certificate or Diploma (non-LIS)



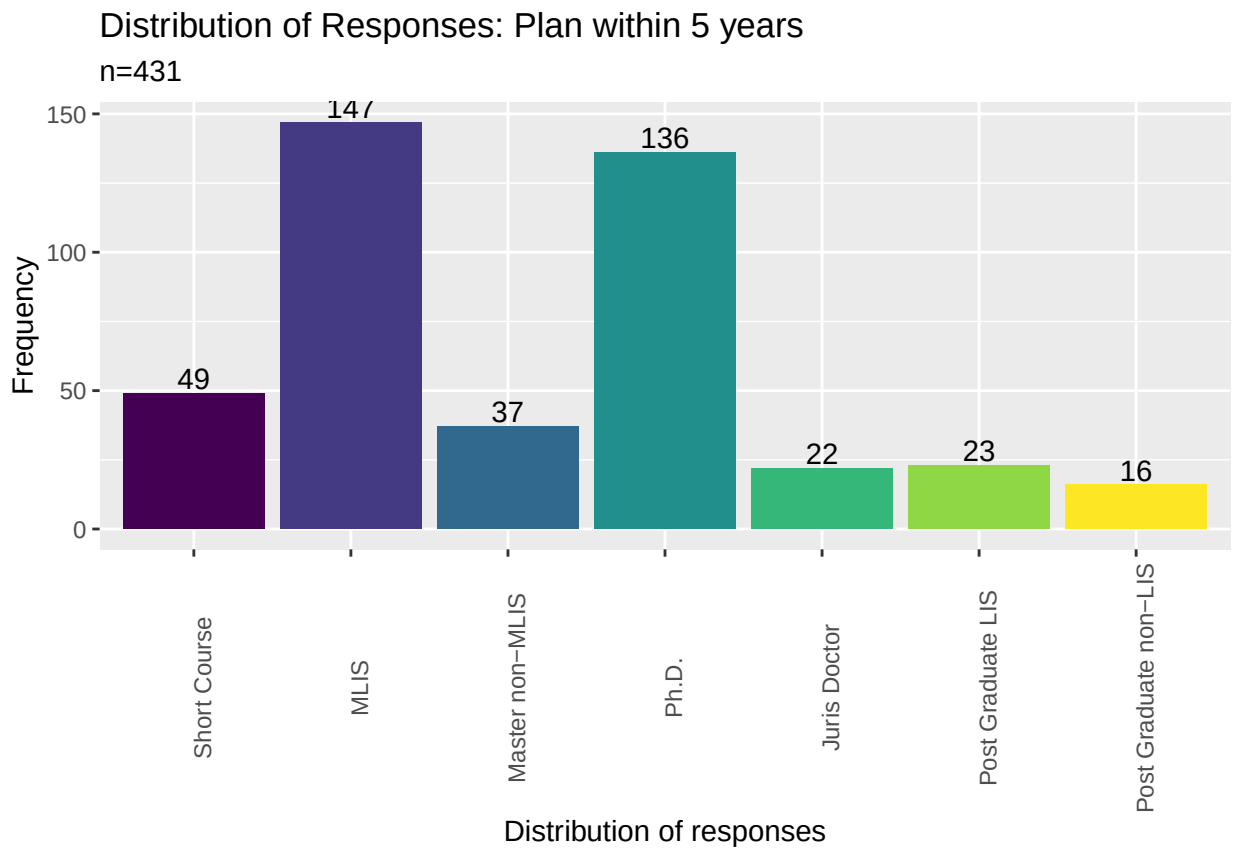
Question: Are you planning to study again in a formal university setting within the next five (5) years?

- Yes
- No
- Maybe



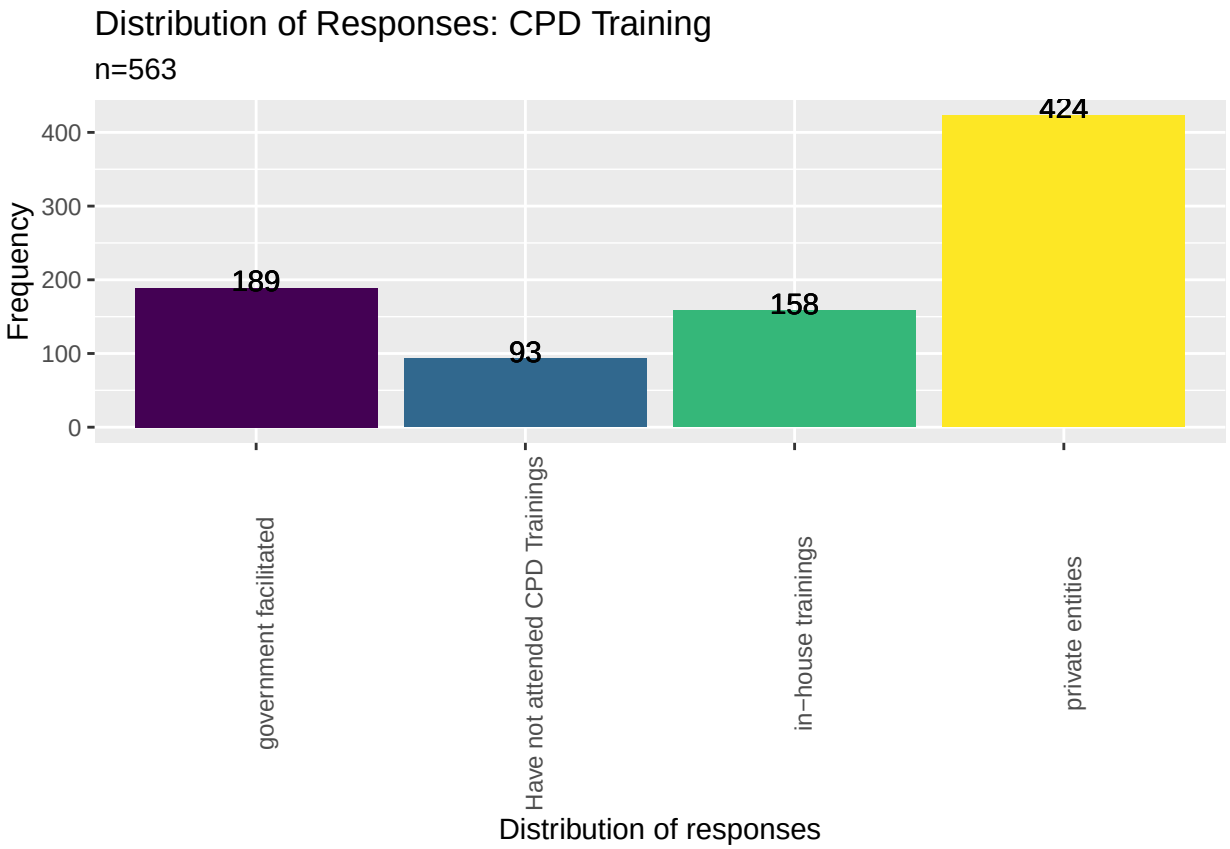
Question: If your answer was YES, kindly provide the degree you wish to study within the next five (5) years

- Short | Certificate | Diploma Program
- Bachelor's degree (BLIS)
- Master's degree (MLIS)
- Master's degree (non-MLIS)
- Juris Doctor / Bachelor of Laws
- Doctor of Philosophy (Ph.D)
- Post-graduate Certificate or Diploma (LIS)
- Post-graduate Certificate or Diploma (non-LIS)



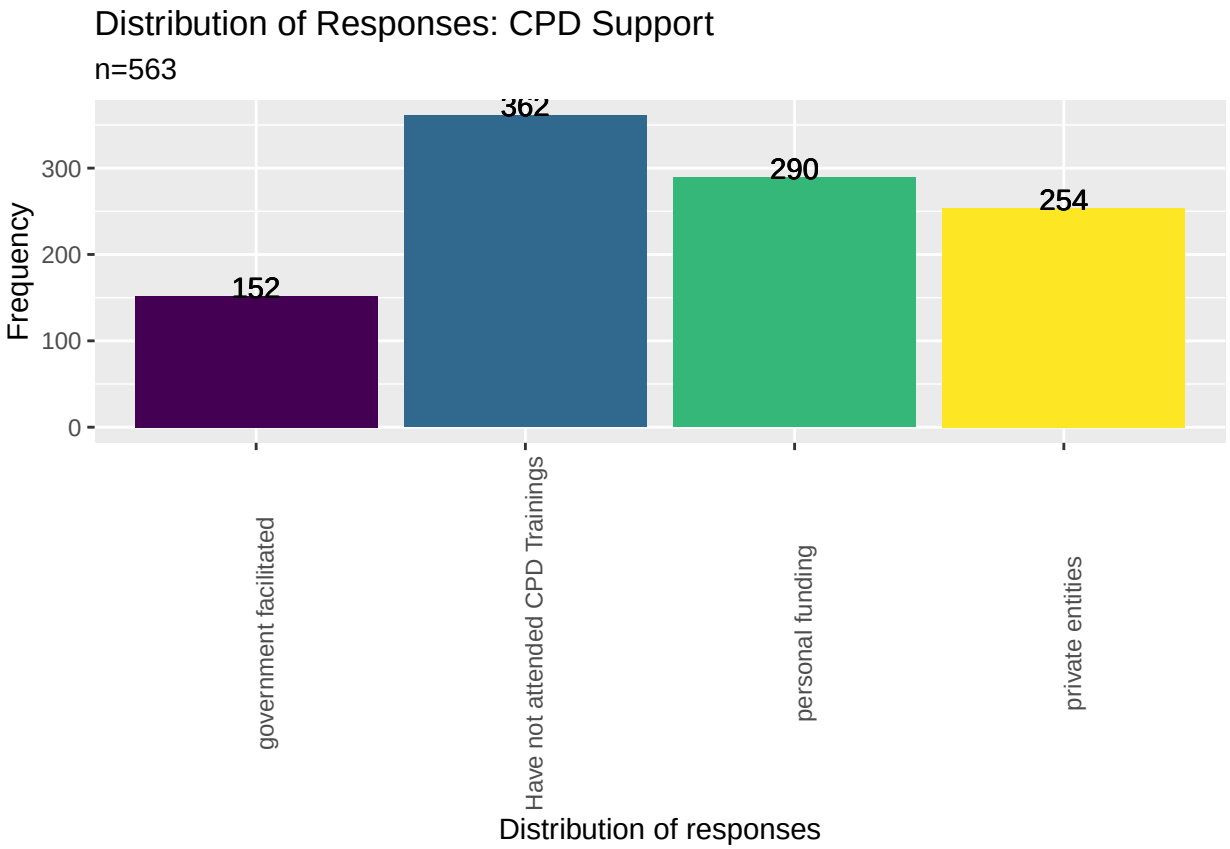
Question: Where do you usually acquire your CPD trainings in LIS? Kindly check all that applies

- within the work place (in-house trainings)
- government facilitated trainings and symposiums
- trainings and symposiums facilitated by private entities, individuals and/or corporations
- NA (Have not attended CPD Trainings yet)



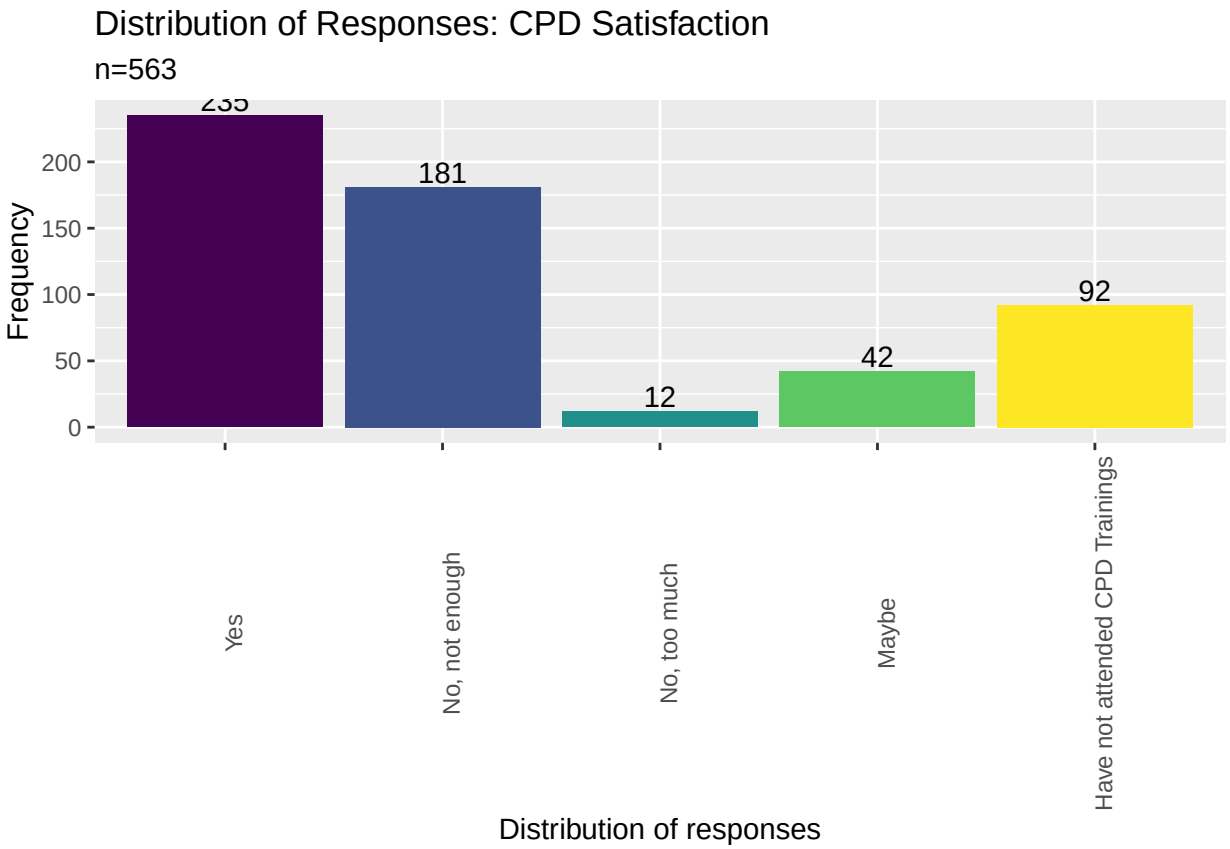
Where do you usually get funding or support for your trainings in LIS?

- from the work place (private sponsorship)
- from the government (scholarships, free trainings and seminars, etc)
- personal funding (personally attended trainings and symposiums and shouldered most of the expenses)
- NA (Have not attended CPD Trainings yet)

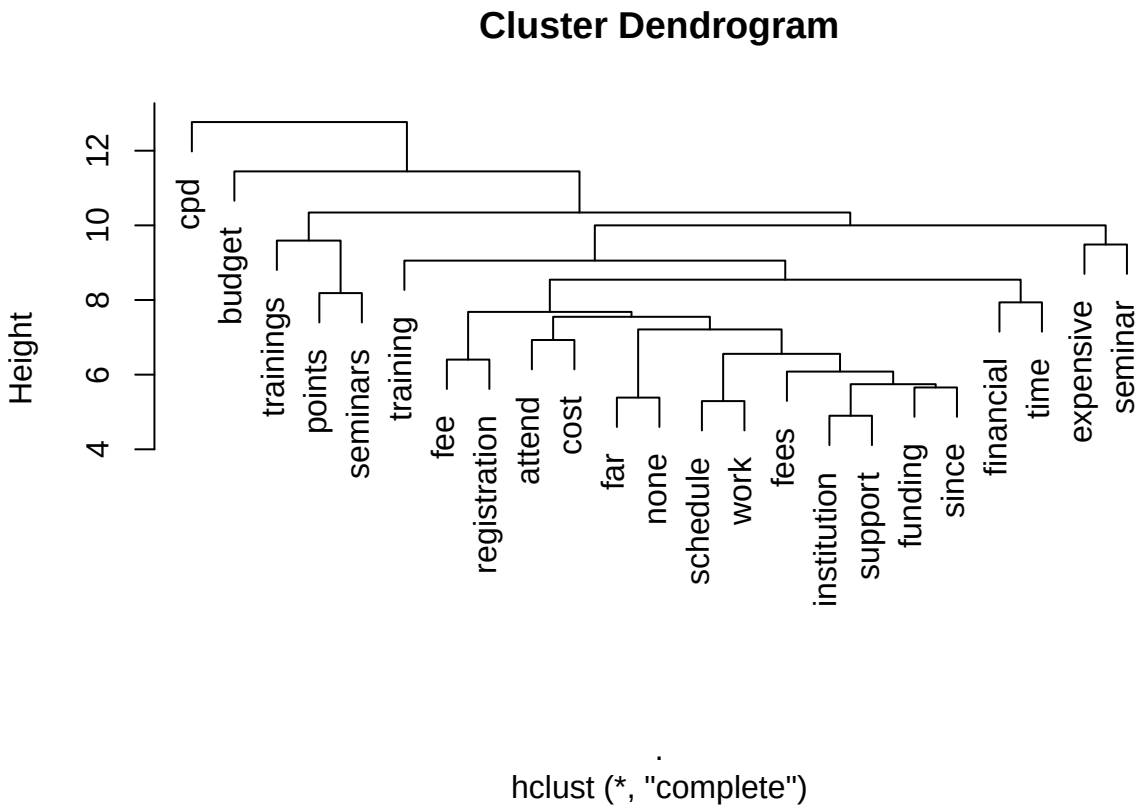


Question: Are you satisfied with the amount of CPD trainings you have attended for the last two (2) years?

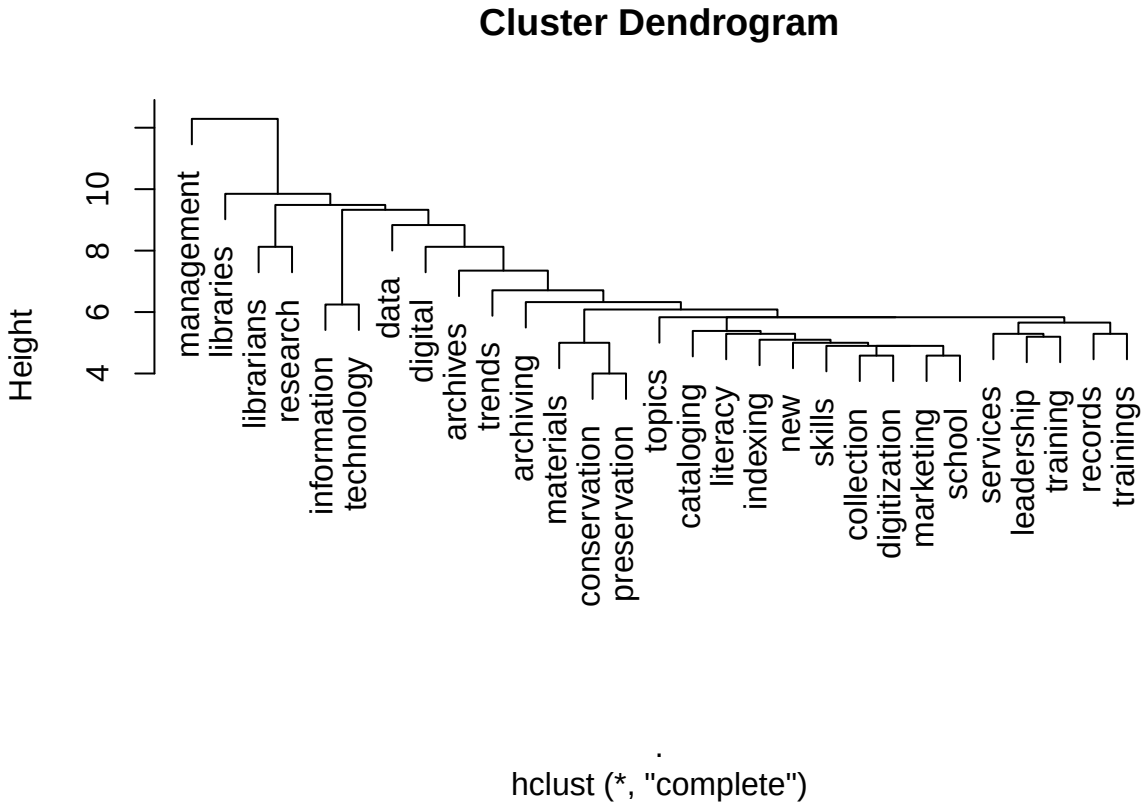
- Yes, the amount of trainings I received within the last two (2) years is enough.
- No, the amount of trainings I received within the last two (2) years is not enough.
- No, the amount of trainings received within the last two (2) years is too much.
- Maybe
- NA (Have not attended CPD Trainings yet)


Distribution of Responses: CPD Satisfaction
n=563
Frequency
235
181
12
42
92
200
150
100
50
0
Yes
No, not enough
No, too much
Maybe
Have not attended CPD Trainings
Distribution of responses

Question: Kindly indicate any challenges you encounter when fulfilling the required CPD trainings

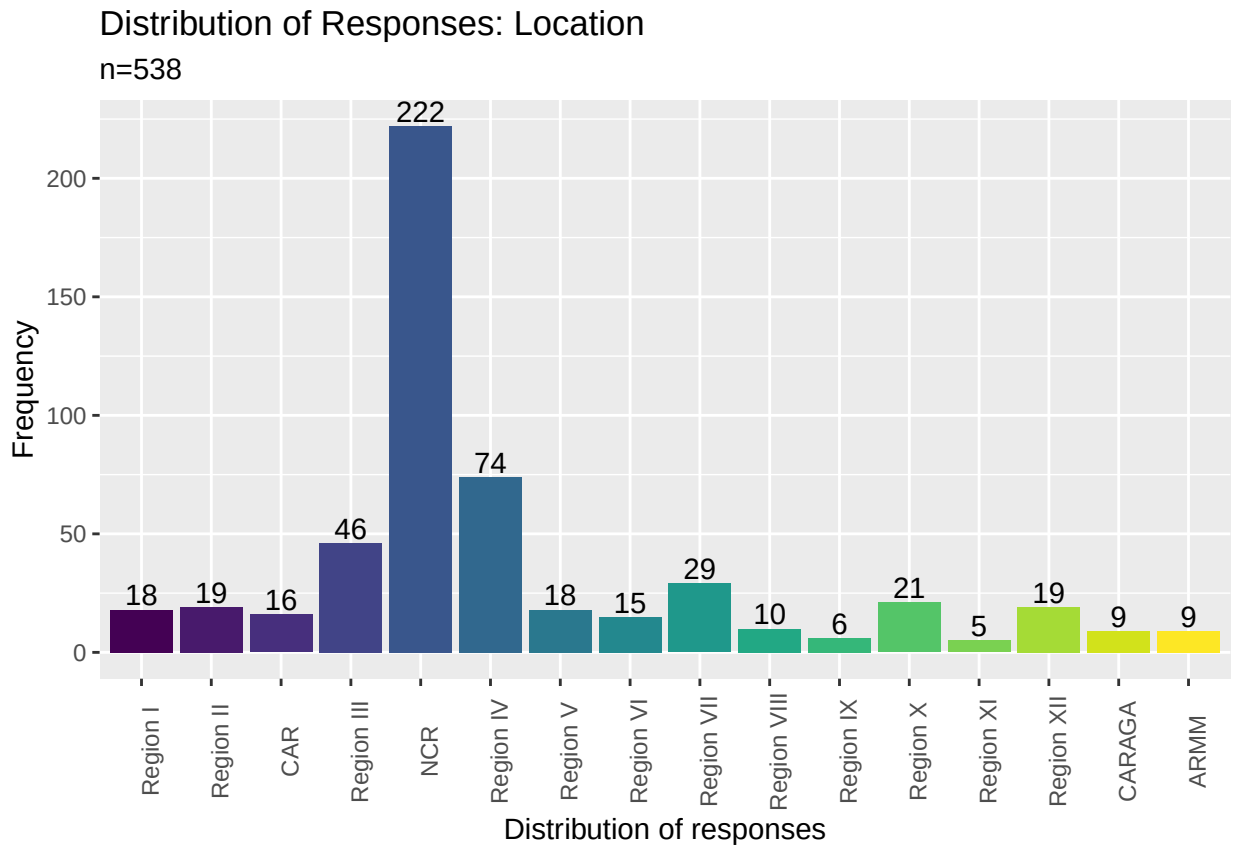


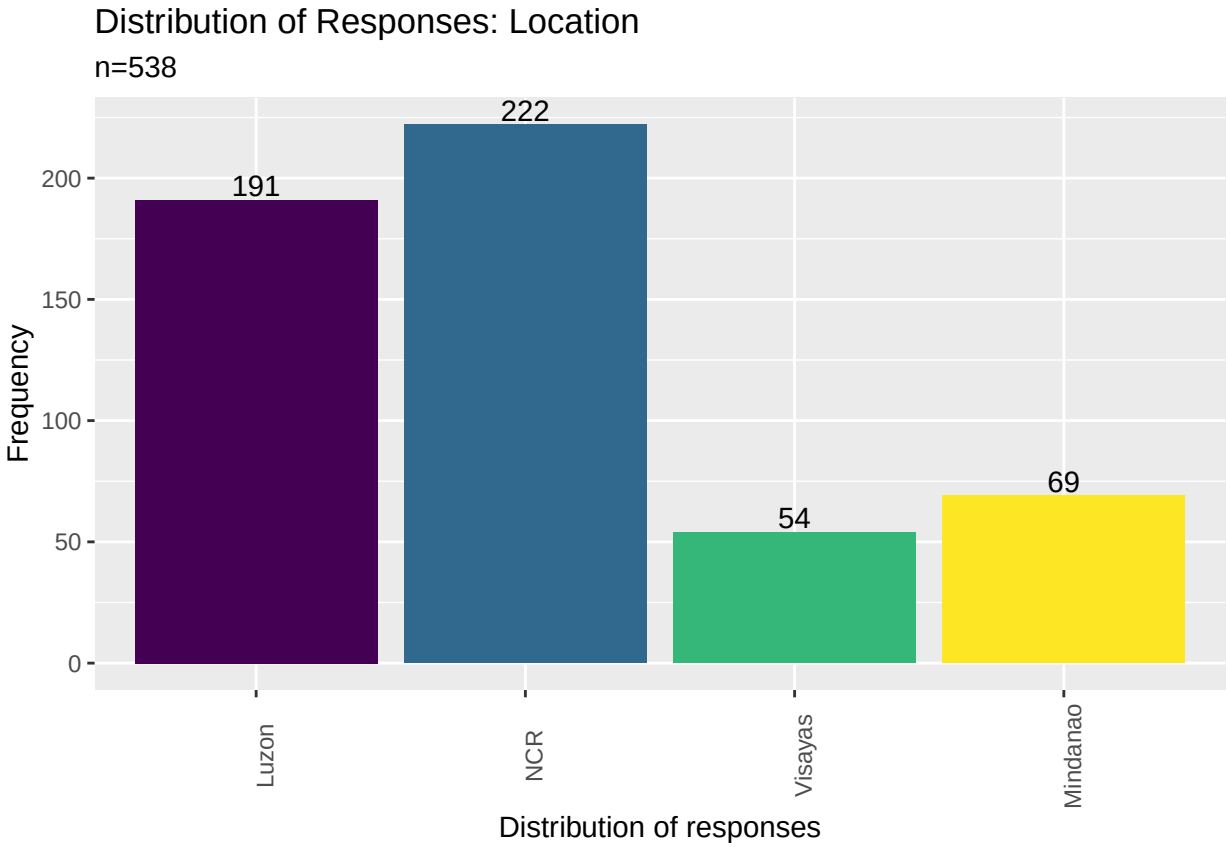
Kindly indicate any topics you wish to explore in future trainings



Kindly indicate your primary work location

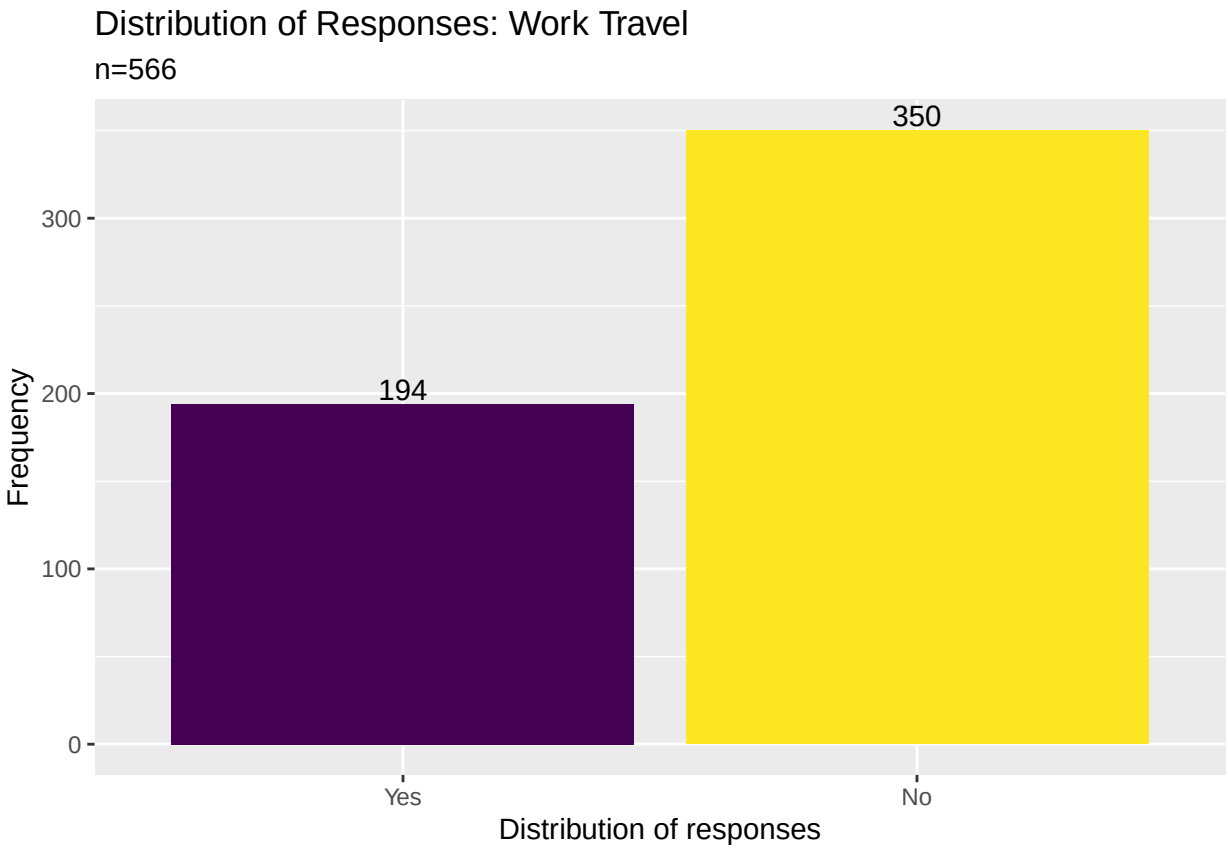
- NCR
- Region I
- Region II
- CAR
- Region III
- Region IV
- Region V
- Region VI
- Region VII
- Region VIII
- Region IX
- Region X
- Region XI
- Region XII
- CARAGA
- ARMM


Distribution of Responses: Location
n=538
Frequency
0
50
100
150
200
18
19
16
46
222
74
18
15
29
10
6
21
5
19
9
9
Region I
Region II
CAR
Region III
NCR
Region IV
Region V
Region VI
Region VII
Region VIII
Region IX
Region X
Region XI
Region XII
CARAGA
ARMM
Distribution of responses



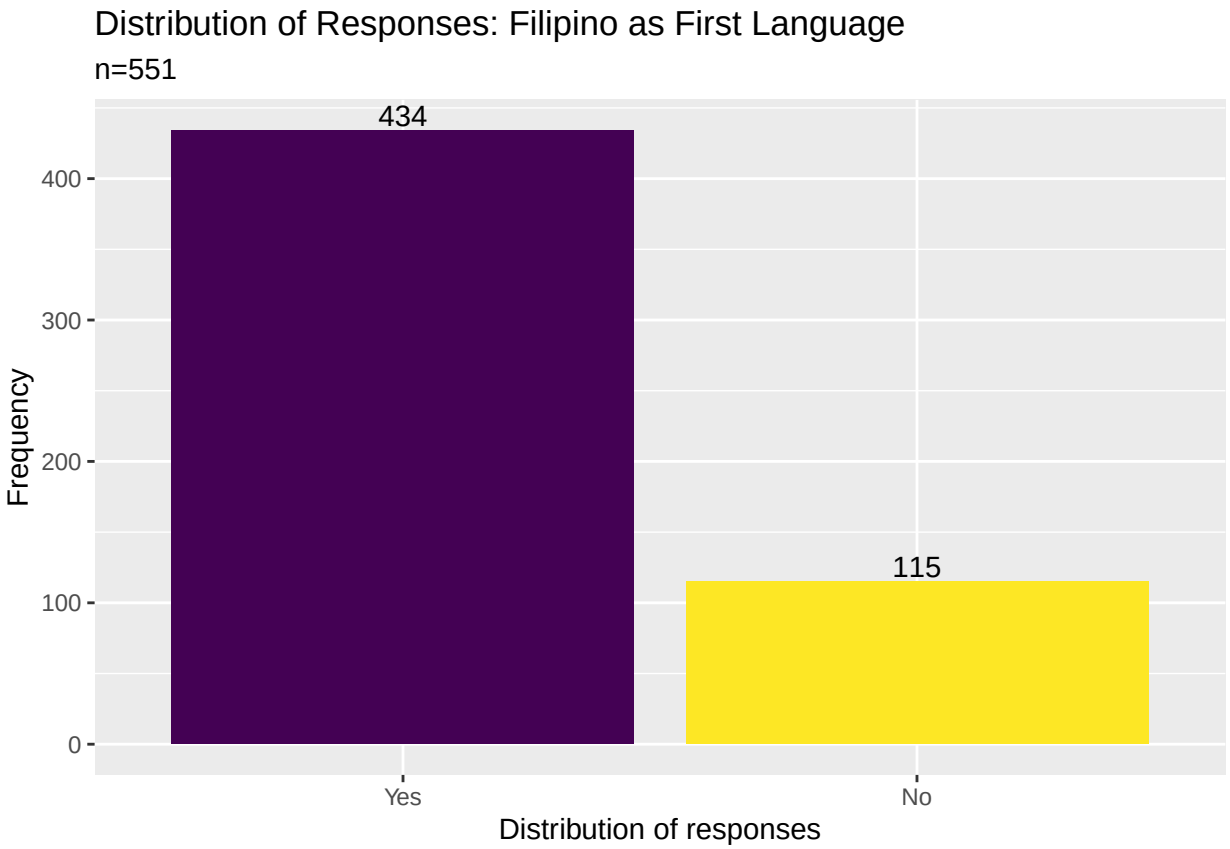
Question: Have you moved out of your original / permanent residence in order to work on your current work place?

- Yes
- No



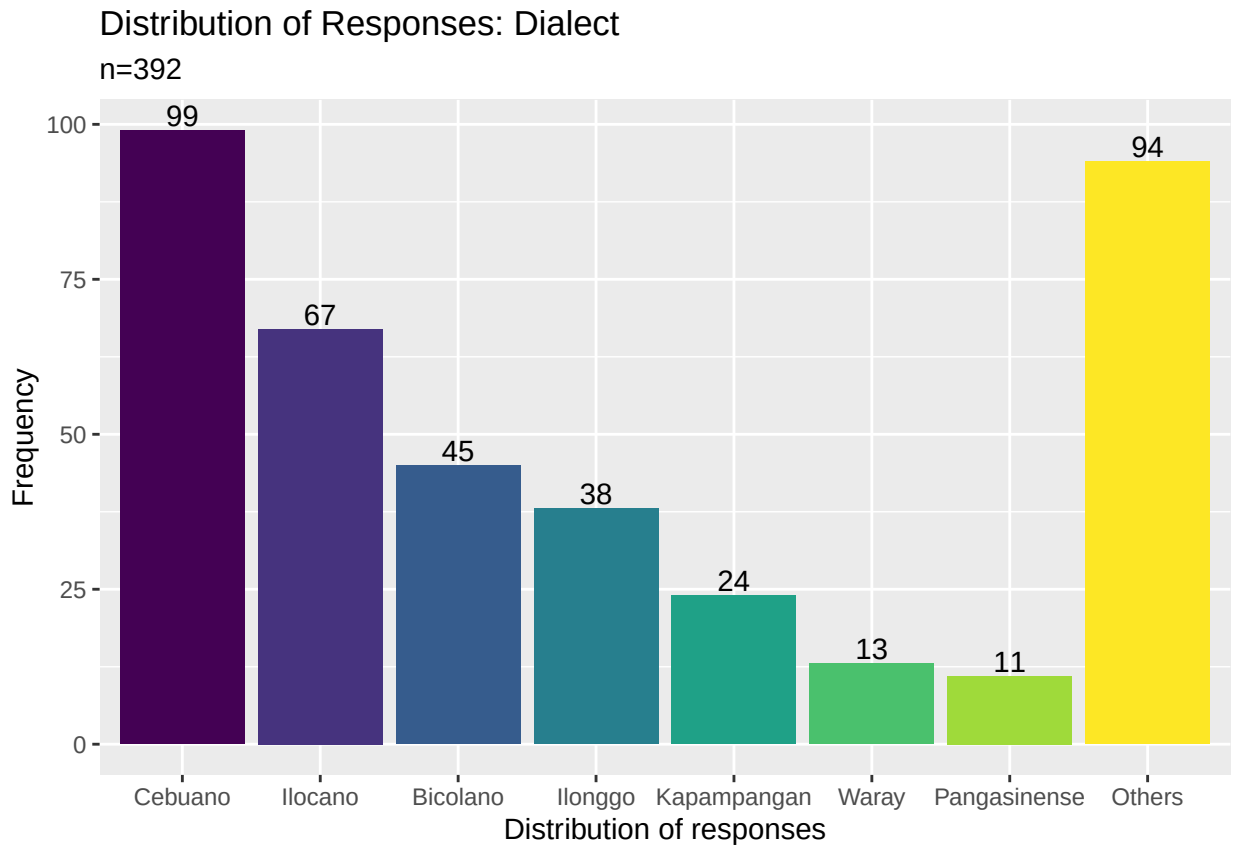
Is Filipino / Tagalog your native language?

- Yes
- No



Kindly check the local languages or dialects you can speak on a conversational level other than Filipino / Tagalog

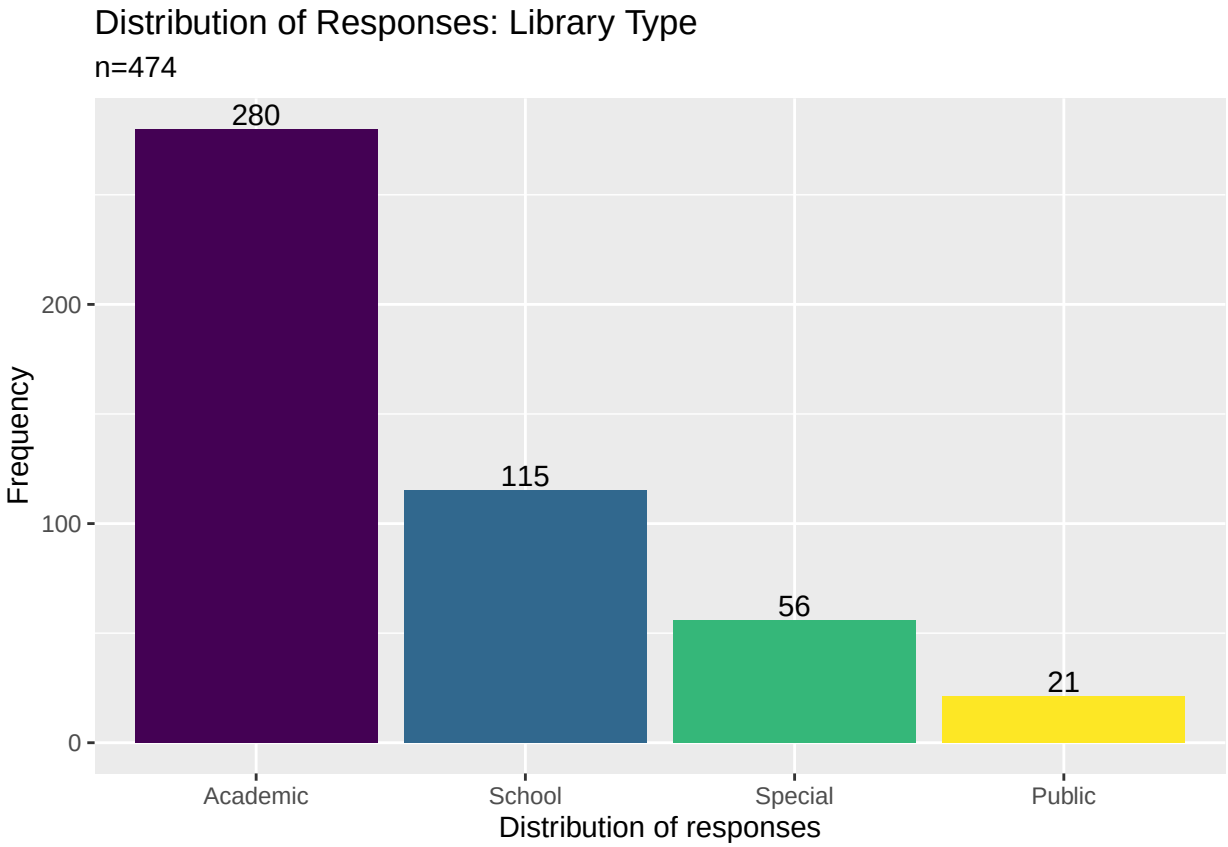
- Ilocano
- Cebuano
- Ilonggo
- Kapampangan
- Pangasinense
- Waray
- Bicolano
- Others



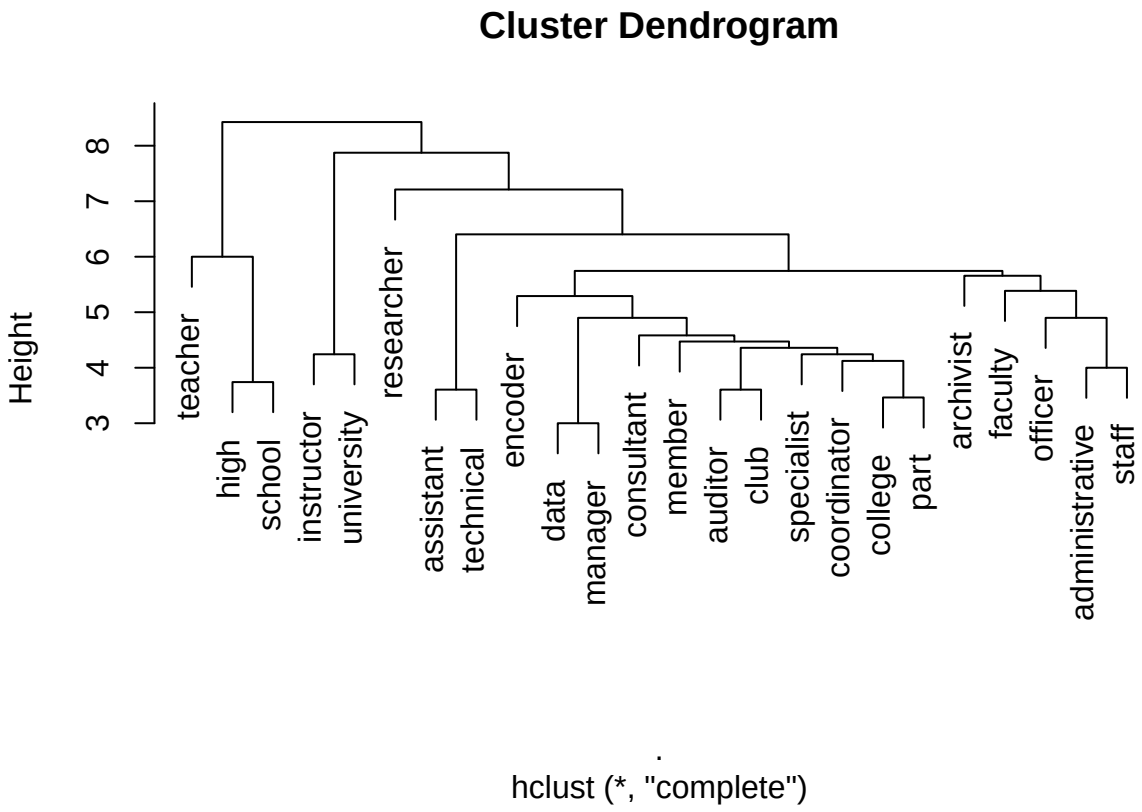
Kindly indicate any foreign languages or dialects you can speak on a conversational level other than English (if any)

```
##   spanish    french   ilonggo    korean   chinese   ilocano    bahasa chavacano
##        24         9         8         8         6         6         4         4
##    ibaloi  mandarin
##         4         4
```

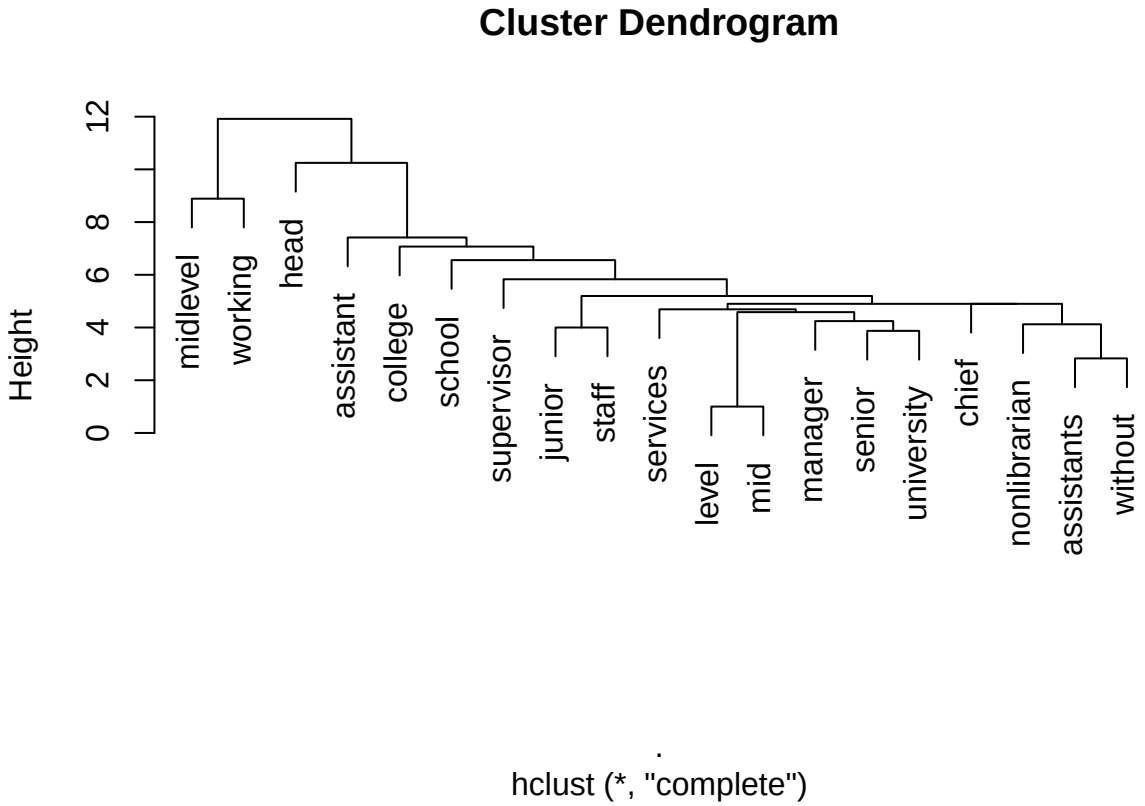
Kindly indicate the type of library you are currently working in



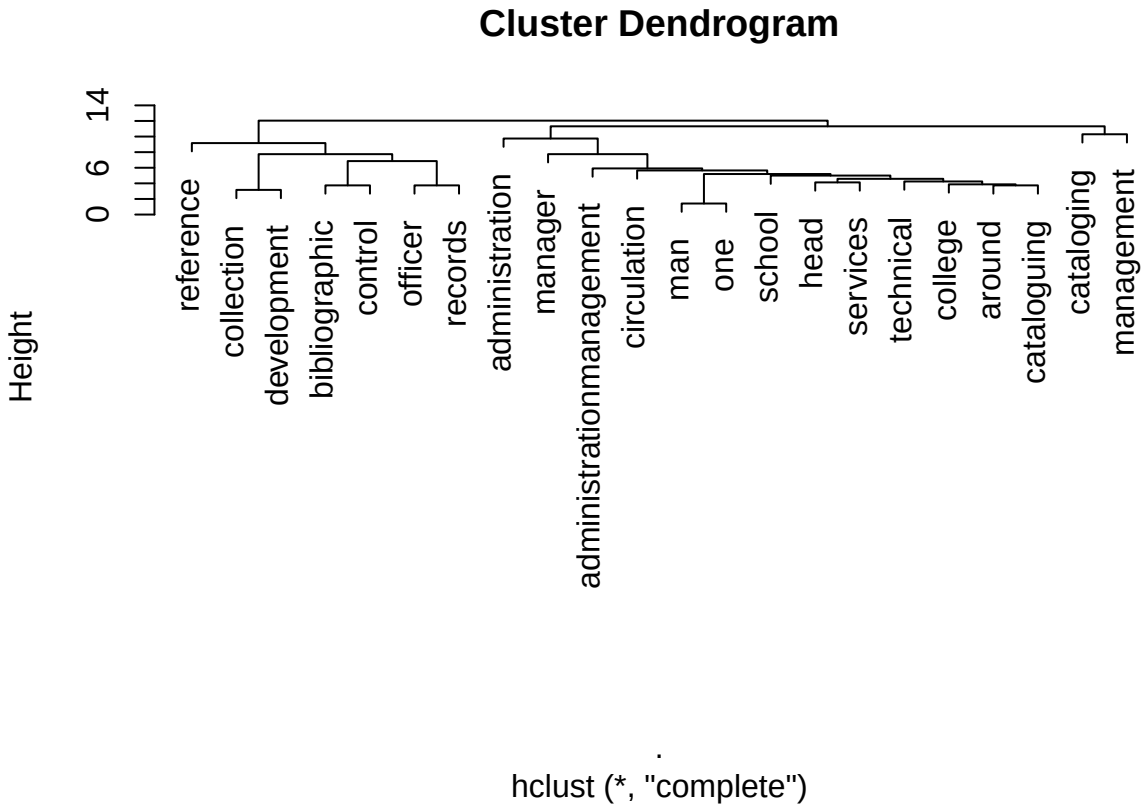
Other than being a librarian, what other roles do you serve in your institution/ organization?



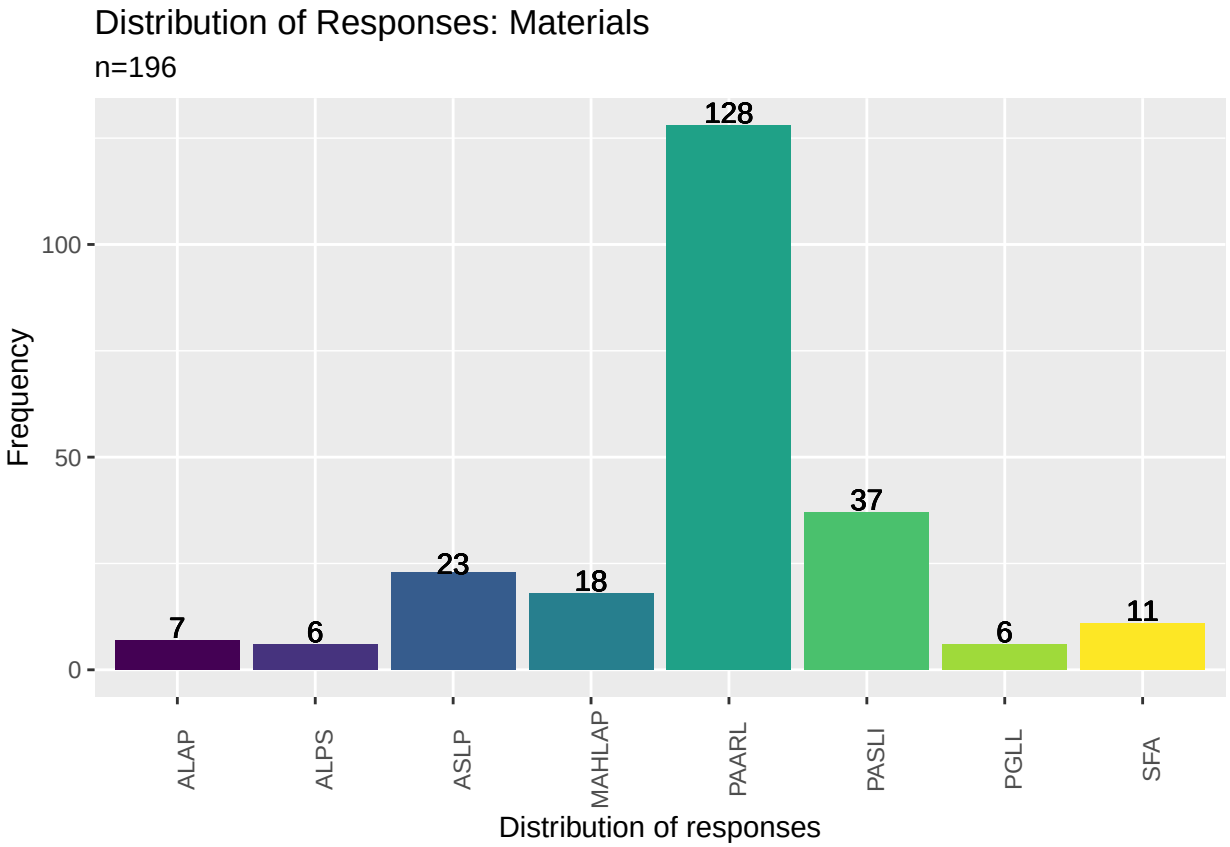
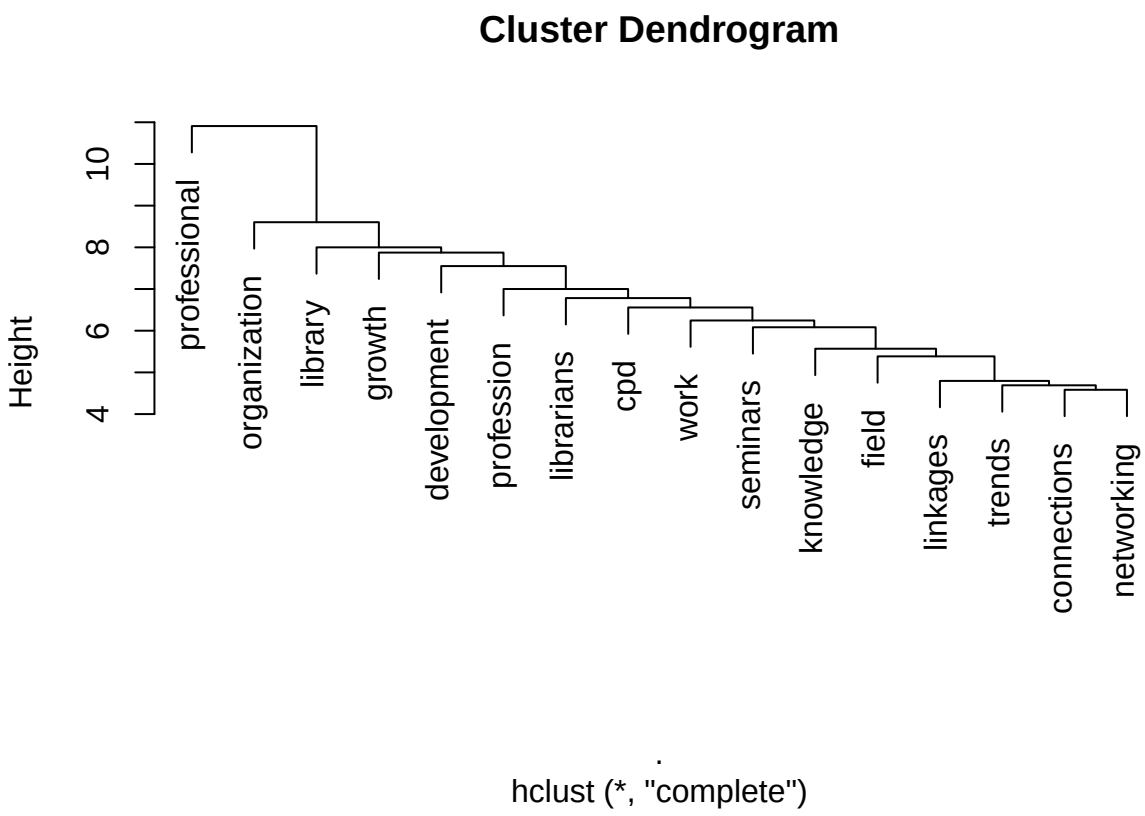
Kindly indicate your current work position



Kindly indicate your primary job / designation inside the library



Kindly indicate your current / existing professional affiliations



Kindly indicate what factors influence your decision when it comes to joining a professional organization?