

Summary

This issue of Biblioteksarbejde is presenting a discussion within the domain: **Organizational change in Nordic public libraries.**

The articles are for the main part a further elaboration of presentations and lectures given at a Nordic course on **Organizational development in public libraries - new technology and mediating work.** The one week extension course in September 1992 was sponsored by NORDFOLK and located in the beautiful surroundings of Elsinore. Participants were professionals from public libraries in Norway, Sweden, Finland, Iceland and Denmark. The course was organized by Lars Lund and Pierre Evald from the Royal Danish School of Librarianship/Aalborg.

At present an increasing number of libraries observe the need to adapt organization and tasks to a new societal situation. The characteristic features of which is lack of resources as well as the introduction of integrated local computersystems in public libraries. These integrated local systems function as a 'change agent' and have a profound impact on the library's socio-political conditions and organizational processes.

Opening the issue, an updated description of the organization of library work in the five Nordic countries is shown. These accounts of the current situation are compiled by the course participants during a workshop. Also the concluding prospective statements on library work in Nordic public libraries - **The Elsinore-manifest** - are by the participants.

One section of papers is written by library school teachers from Nordic library schools and presents results from research projects and I&D projects in public libraries. Other contributions are exposing this wave of change by focussing on selected li

braries. These articles are written by library managers and staff and discuss many aspects and problems associated with the upheaval.

Ragnar Audunsson from Oslo introduces a research project on municipal public libraries in Oslo, Gothenburg and Budapest and how these libraries are approaching and handling the imperative for change. The paper also refers to earlier research in library change and innovation. Dorte Skot-Hansen from Copenhagen presents public library I&D projects that break barriers and affect the librarians role and potentially causes conflict between project-culture and system-culture in the library's organization. Pierre Evald from Aalborg presents conclusions from a research project on organizational development in Danish public libraries and he also pictures actual initiatives and changing patterns of work in libraries, eg.team structures.

Marianne Hjort-Lorenzen points to results from a Swedish staff development project and continues with her own experiences with staff development in public libraries. Anders Ørom from Aalborg has for his paper chosen the theme of professional librarians' conflicting role interpretations and illustrates how these self-images influence on daily library work. The article by Jens Thorhauge, with a chief consultant's updated considerations on staff- and library development, also belongs to this category of papers.

Roland Eliasson from Halmstad draws in his paper a picture of Swedish public library history, organization and automation. In the account are included considerations on recent management- and financial models for public library activity. From Malmö Sven Nilsson comments on the multitude of development processes taking place in Malmö PL.

The review section is keeping up with the wave of organizational innovation discussed in the articles. Two international publications on organizational change and team structures are reviewed, supplemented by two recent Swedish publications on library development at a Nordic level.

Throughout many of the articles there is a breeze of 'library spirit'.

It is the editors' true hope, that this issue of Biblioteksarbejde can contribute to the continuing discussion on tradition and renewal in Nordic public libraries during changing ideological and economic conditions.