

ORIENTATION AND TASKS FOR THE 2012 - 2017 TERM

On the basis of predictions of the advantages and challenges, and studying and implementing the Resolution of the 11th National Congress of the Party, the Strategy for socio-economic development towards 2020 and the five-year socio-economic development plan (2011-2015), the resolutions, directives and strategies of the Party and the State which directly involve the work on women and gender equality, as well as on the basis of the results of implementing the Resolution of the 10th Vietnam National Women's Congress and the demands of VWU members and women nationwide, the orientation and mission of the Vietnam Women's Union for the 2012 - 2017 term has been defined as follows:

I. GOALS

To unify and mobilize women to bring into full play their inner strengths, to proactively and enthusiastically participate in socio-economic development and national defense. To build happy and sustainable families. To improve women's material and cultural life. To cultivate patriotism, health, knowledge, working skills, resourcefulness, creativity, cultured life-style and kind-heartedness among Vietnamese women. To build a stronger VWU organization, increasing its ability to fulfill its key role in women's activities and gender equality realization.

II. MAJOR TARGETS

1. 80% or more of women will be given information by the WUs on the positions of the Party, laws and policies of the State, and guidance on the moral qualities of the industrialization, modernization and international integration period.
2. 100% of member families will be given information and guidance to implement the movement "*Building the family of 5 Without-s and 3 Clean-s*", of which 70% or more will meet "*5 Without-s and 3 Clean-s*" standards.
3. By the end of the term, at least 700,000 poor households headed by women will receive loans and support from the WUs, of which at least 400,000 households will be lifted out of poverty; to support the construction and repair of 10,000 affection houses; to encourage members to practice saving in order to mobilize a capital of 5,000 billion VND for production.
4. Every year, the WU will provide vocational counseling, job placement and job creation for 100,000 female laborers; provide vocational training for 50,000 female laborers, of whom 70% will obtain a job after training.
5. The VWU will propose at least 5 policies on family support, support for specific groups of women and female laborers and the development of female human resources and female staff.
6. Every year, 100% of WUs at the provincial level will supervise at least two policies;

- 100% of WUs at the district level and 80% of WUs at the communal level will supervise at least one policy relating to women and gender equality.
7. 100% of WU key staff at central and provincial levels will meet professional position criteria, 90% or more of district WU key staff and commune WU presidents will meet position criteria on professional qualifications and political training.
 8. VWU membership will reach at least 75% of women aged 18 and over.

III. THE BREAKTHROUGHS

1. Creating new momentum in improving the quality and efficiency of mobilization and support for women in the development of production, the practice of saving and sustainable poverty reduction.
2. Developing a mechanism for regulating the responsibility of the VWU in female cadre work and policies on female human resource development.
3. Improving the quality of the WU staff at all levels, particularly the central and communal levels.

IV. EMULATION MOVEMENTS

The VWU will continue to implement the “*Women study actively, work creatively and nurture happy families*” movement associated with the promotion of “*Learning and following Ho Chi Minh’s moral example*”.

The VWU will extensively and intensively implement the campaign of “*Building the family of 5 Without-s and 3 Clean-s*”; communicate to and mobilize women of all classes to strive to practice the virtues of “*Self-confidence - Self-respect - Faithfulness - Resourcefulness*”.

The VWU will maintain and improve the quality of the Vietnam Women's Award and the Kovalevskia Award, and create and develop the Female Talent Award Foundation, organize “*Women's Innovation Day*” at the central and provincial/ municipal WU levels and “*Happy Family Day*” at all WU levels.

V. MAIN TASKS

Task 1: Providing communication, education, and the mobilization of women to implement laws and policies, uphold fine virtues, and enhance their capacity and awareness.

- Promote communication and the education of women in political awareness, revolutionary ideas, traditions, ethics and lifestyle; provide information to raise women’s awareness on gender equality. Continue to effectively implement the Project on “*Communicate and educate Vietnamese women’s moral behavior in the period of accelerating industrialization and modernization in 2010 - 2015*”, with a focus on mobilizing, guiding, and supporting women to practice the virtues of “*Self-confidence - Self-respect - Faithfulness - Resourcefulness*”.

- Communicate and encourage women to follow the Party's guidelines and resolutions, the State's laws and policies, the tasks of economic and social development, national defense and security, the rights and obligations of citizens, and to participate in building a transparent and strong Party and State. Develop and implement the project on "*Communication and education to raise women's awareness on law observance*".

- Renew the way to gather information about the perceptions, life, demands and aspirations of women from all walks of life, particularly vulnerable groups of women; timely detect and proactively participate in dealing with cases of ill-treatment, abuse, or offenses to women's dignity, and violation of women's legal rights.

- Coordinate with Committees for the Advancement of Women at all levels and cultural-information agencies to promote communication and raise awareness of gender equality; take measures to reduce gender bias in textbooks, advertisements and publications, and propose that the competent agencies develop more broadcasting programs and increase number of publications to communicate and educate on gender equality.

- Encourage women to be active in learning the laws and developing expertise, professional skills, life skills and general knowledge needed to build a family. Take measures to raise women's awareness and capacity to exercise the rights and obligations of citizens and the right to direct democracy, so that they can lead by example through observing the laws and regulations. Propose and actively participate in illiteracy eradication programs for women, with a focus on ethnic minority women in mountainous and disadvantaged areas. Maintain, develop, and improve the efficiency of the women's bookshelves; encouraging women to join the movement to read and apply knowledge from books in practice. Strive for all WU branches to distribute the WU's newspapers. Substantially implement the project of providing free-of-charge Vietnamese Women's newspaper's specialized editions on ethnicity and mountainous areas to communal WUs and WU chapters in the villages facing extreme difficulties.

- Encourage women's creativity. Organize a Women's Innovation Day every two years with activities such as workshops and forums to share information and experiences, and find and honor innovative products of women in all fields. Support the development of innovative ideas that are economically and socially applicable and efficient.

Task 2: Mobilizing and assisting women in nurturing happy and sustainable families.

- Raise public awareness of the role and position of the family and the responsibility for building a happy and sustainable family. Guide women by providing knowledge and skills on family education and organizing family life. Implement intensively and extensively the campaign "*Building the family of 5 Without-s and 3 Clean-s*" on the basis of promoting the proactiveness of the households and the key role of women; develop and replicate the initiatives of communication, consulting, and support in family building in accordance with local needs; mobilize participation from the community, men and family members.

- Implement effectively the project on "*Educating 5 million mothers on good parenting over the 2010-2015 period*", and coordinate in implementing the project on "*Improving the quality of family relationships and supporting the building of happy and sustainable families*". Develop and implement the Project on community-based daycare. Continue implementing the Joint

Resolution No. 01/2002/NQLT with the Ministry of Public Security on "*Overseeing and educating children in the family to avoid crimes and social problems*".

- Organize family support services and social security services with the aim of improving professionalism and increasing financial self-reliance to meet the needs of women and their families. Each province or city shall have at least 1 family support services initiative in accordance with local conditions. Pilot and implement on a larger scale the model of *Pre-nuptial and Family Support Centers* under the Central WU and provincial/ municipal WUs.

- Reinforce measures to educate about and campaign and fight against domestic violence, human trafficking; prevent and control crime and social evils, and exercise traffic safety. Expand the initiative of "*trusted addresses in the community*"; each commune-level WU with an excellent rating shall build at least one "*trusted address*" in the community to give counseling and help deal with domestic disputes and violence and assist victims of domestic violence and returning victims of trafficking. Improve the performance and sustainability of initiatives for women who are victims of domestic violence and trafficking, and women who get married to foreigners, and to help prevent and control school violence.

- Each year the WUs at all levels shall organize a "*Happy Family Day*" on the occasion of Vietnam Family Day which will combine the activities of giving awards, communicating, counseling, and holding contests, seminars, exhibitions, etc., attracting the participation of men in order to encourage their greater responsibility and the sharing of housework.

- Work closely with relevant sectors and agencies to organize activities and implement communication models that integrate population-family planning and reproductive health care. Mobilize women for effective implementation of the Strategy for Population and Reproductive Health for the 2011-2020 period, thus contributing to maintaining the population growth rate of 1% per annum; reduce maternal mortality related to pregnancy. Further promote the prevention of HIV/AIDS transmission, particularly mother to child transmission, and reduce discrimination against people with HIV while supporting people living with and affected by HIV.

- Proactively participate in activities to reduce the imbalance in sex ratios at birth, to reduce the abortion rate, especially among teenagers, to care for elderly women's health, etc. WUs at all levels will promote and encourage women to have periodical health check-ups.

- Further mobilize women to promote self-reliance, solidarity, mutual affection, and sharing through: boosting the implementation of national defense and security tasks, encouraging support to the army, the "showing gratitude" movement, and humanitarian activities.

Task 3: Mobilizing and assisting women in economic development, sustainable poverty reduction, and environmental protection.

- Communicate with, guide and mobilize rural women to understand clearly and correctly the line and policies on agriculture, farmers and the countryside so as to actively implement these policies; actively and creatively participate in shifting the economic structure; strive to achieve efficiency in business and production, thus contributing to the implementation of the national target program on building the new-type countryside for the 2010-2020 period and the movement, "*The entire country joins hands to build a new-*

type countryside".

- Mobilize women to uphold the spirit of overcoming difficulties to lift themselves out of poverty. Direct the WU village chapters and communal WUs to look into the situation of poor households headed by women, to set their targets of helping poor households in targeted addresses, and to apply comprehensive support measures to effectively reduce poverty, including loans, technology transfer, improving knowledge and skills in managing the household economy, business skills, and skills in management of spending and saving.

To expand and improve the quality of credit and saving activities to support poor women, focusing on better direction of entrusted activities with the Bank for Social Policies. Further mobilize women and community participation in the movements of "*Women's mutual help in economic development*", "*Help poor women with targeted addresses*", "*Women do business well*" and the campaign to build "*Affection houses*". Women members nationwide shall save at least 5,000 VND per person per month to form credit funds at the WU's chapters in order to provide women with more capital to develop production.

- Develop and implement the WU's micro-finance strategy to support women in economic development and sustainable poverty reduction. Mobilize, guide, and support women's participation in various types of economic cooperation, and in business start-up and development in line with the requirements of economic planning and restructuring.

- Effectively implement the project "*Supporting women in vocational training and job creation in the 2010-2015 period*". Closely link vocational training with job creation, poverty reduction, economic development, and female enterprise development. Attention is to be given to on-the-spot vocational training and employment, particularly in rural areas. Consolidate and improve the capacity and training quality of the WU's vocational training establishments. Connect with businesses, especially female entrepreneurs, in vocational training and job creation for female employees.

- Raise women's awareness and responsibility in environmental protection, encourage women's participation in the economical and efficient management of resources, ensure ecological balance, and develop environmentally friendly production and businesses. Advocate for and encourage women to start and develop initiatives on "*Clean food production*", and "*Clean Consumption*". Participate in national target programs, projects and activities to protect the environment and respond to climate change.

Task 4: Advising, proposing, and participating in the development of laws and policies on gender equality and social counter arguments to such laws, and monitoring enforcement.

- The VWU shall propose policies concerning the following five issues: development of community-based daycare centers; maternity benefits for the women who are residing in the poor and remote areas, from ethnic minorities, and have observed the population policy (apart from participants of compulsory social insurance schemes); training and retraining for women; female human resource development; special policies for woman officials working in mountainous, remote, border, and island areas and woman officials of ethnic minorities. To actively study and propose regulations about the responsibilities of WUs at all levels, the

mechanisms for them to make recommendations on the work of women cadre and Party membership development among women.

WUs at the provincial/municipal level shall take the initiative in choosing priorities, advising and recommending specific guidelines and policies to support mothers and families, developing community-based daycare centers; supporting elderly women, single women, women with disabilities and those living in hardship; supporting female workers in rural areas and areas with converted (rezoned) land, industrial parks, export processing zones, non-state enterprises, etc. in accordance with the actual conditions of the locality.

WUs at the district level should study women's demands, and problems and make proposals to the Party committees and authorities at the same level and to the WUs at higher levels for them to address specific issues facing the local women and female staff.

- Actively participate in contributing ideas on the amendments of the 1992 Constitution. Share opinions and social counter-arguments during the process of drafting and implementing policies and laws concerning women, family, gender equality and the mechanisms, and policies for new rural development. Combine many measures, including an emphasis on reviewing, updating, analyzing and evaluating the implementation of laws and policies, and organizing for policy dialogue. Improve the qualifications and performance of WU representatives in the Party Committees, elected bodies at all levels, boards, steering committees, etc.

- Participate in monitoring and supervision, as per regulation, of the drafting and implementing of policies and laws concerning women, the family, gender equality, social security and socio-economic development programs. Provide timely feedback and appropriate suggestions to ensure quality and efficiency in supervision. Coordinate closely with relevant state agencies and mobilize direct participation of women in the monitoring process.

- Develop models for legal counseling, legal aid for WU members and women, in accordance with their needs and the capabilities of WUs at each level. Build networks and promote the activities of the WU's legal aid partners and legal advisors. Strengthen and establish new legal advisory centers or offices; maintain sustainability, improve the quality, and expand the Clubs "*Women with the legislation*" in the community.

- Find, foster, and recommend qualified women officials for the Party's human resource planning, to participate effectively in planning and training women staff at various levels. Co-organize a number of supporting activities to help increase the percentage of women officials to help fulfill the goals of the national strategy on gender equality during the 2011-2020 period.

- Review the VWU's 5-year implementation of Resolution No. 11-NQ/TW by the Politburo on women's work during the period of accelerating industrialization - modernization of the country.

- Review Law on Gender Equality and other policies related to women. Then, recommend policies on women's work and gender equality enhancement".

Task 5: Building and developing a stronger VWU organization.

- Improve the performance of the WUs in representing, caring for, and protecting the legal rights and legitimate interests of women. Promote the leadership of the VWU Central

Committee and the innovative activities of the WU executive committees at all levels.

- Strengthen the organization and staff at the central level through clearly defining the nature, functions and duties of the division working on women's movements, and the administration and businesses division. Further strengthen the organization of WUs at the provincial/municipal level ensuring a structure with an administration and 5 other departments. The central WU and WUs at the provincial/municipal level are to pilot and gradually develop administrative and social enterprises units in accordance with each level. Promote the establishment of the Centers for Women's Development in the Mekong Delta and Central Region. Consolidate and improve the regulations, responsibilities, authority and working relationship between the Executive Committee, the Presidium/Standing Committee and divisions at each level.

- Focus on strengthening and improving the quality and performance of WUs at the grassroots level, especially WU chapters and women's groups; focus on the quality of their activities, and promote the role of key members in performing the WU's tasks; timely gather information and report on the living conditions, and feelings and aspirations of WU members and women across the country. Consistently implement the motto "*The WUs operate wherever women are*". Properly implement the regulations on grassroots democracy to promote the direct democratic rights of WU members in building WUs and participating in building a strong Party and government.

Diversify forms of gathering and attracting women's participation in the WUs, attaching importance to communication and education to raise awareness and develop WU membership among young women. Each WU should have at least one type of program suitable to specific groups of women (ethnic, religious, youth, factory workers, migrants, elderly, women with disabilities, etc.). Pay attention to investing in activities and programs on poverty reduction, and education for ethnic and religious women.

Be proactive and creative in building the WU's fund in accordance with legal requirements; strengthen the collection of membership fees to support the activities of the WU and women's groups. Maintain awards for "*The good staff at grassroots WUs*".

- Learn from experience in developing WUs in private enterprises; take appropriate steps to gather Vietnamese women overseas. Study and propose guidelines on establishing pilot WUs in public agencies and enterprises and suggest replication when appropriate. Prepare for and establish WU chapters for the staff of the WU at the central, provincial, and district levels. Promote the role of the Vietnam Association for Intellectual Women and the Vietnam Association of Women Entrepreneurs in the women's movement and the WU's operations.

- Propose and develop mechanisms to coordinate the relationships between the WUs and all levels of government, ministries and sectors. In each coordinating program/activity, the responsibilities, content, level, and scope of participation should be clearly defined to match the specific functions, duties, and conditions of WUs at each level and in each locality.

- Focus on developing WU staff by developing and encouraging: political and moral qualities, innovative thinking, enthusiasm for the work of the WU, professional qualifications, and advocacy to meet the requirements of women's work in the current period. Pay attention to investing in training and encouraging WU staff in remote areas and among ethnic minority

groups. Develop the organization's culture and scientific and professional working environment in the WU's full-time specialized agencies, and raise awareness of the WU's principles, purposes, functions and duties among its staff, members, and among all women.

- Strengthen the organization and personnel working on supervision and inspection within the WU system. Improve the quality of inspection, supervision, and support to the grassroots level, with a focus on inspection by subject. Develop the assessment tools required for each task.

Task 6: Strengthening international relations and cooperation.

- Develop and implement strategies and plans for promoting external affairs and mobilizing resources at all levels, in accordance with the situation of integration and the fact that Vietnam is becoming a lower middle-income country.

- Expand international cooperation with women and people around the world, with a focus on neighboring countries, and the countries having traditional ties to Vietnam and important roles in the foreign policy of the Party and State. Consolidate and develop bilateral and multilateral relations, and participate actively in regional and international forum; participate in the movements of women and people around the world for peace, national independence, social progress, and humanitarianism and environmental protection. Actively realize and participate in the monitoring and evaluation of international commitments of the Government of Vietnam on women's rights and gender equality.

- Promote two-way communication for external relations; raise awareness among WU staff, members, and women of people-to-people relations and the situation of women around the world. Promote exchanges of international experiences in women's activities. Every year, WUs in border provinces, under the direct leadership of their local Party Committees, should develop a specific plan to participate actively and properly in cooperation activities with neighboring countries, contributing to protecting border security and national sovereignty and fighting against human trafficking.

- Mobilize and gather Vietnamese women overseas to unite and help each other build and develop a stable Vietnamese community in host countries, preserve national cultural identity, and make positive and appropriate contributions to the women's movement and national development. Actively coordinate with competent authorities to protect the rights and dignity of Vietnamese women in the relations and exchanges involving foreign elements.

VI. MAJOR SOLUTIONS

1. To renovate and improve the quality and efficiency of information, education and communication work.

- Develop and implement the WU's information, education and communication strategies. Develop and incorporate various types of direct and indirect information, education and communication; renew the information, education and communication activities associated with caring for and protecting women's rights and interests, and counseling and advice to

facilitate behavioral changes.

- Develop, train, and improve the quality of the WU staff working on information, education and communication at all levels (communicator, counselor, and reporter), aiming at achieving professionalism. Enhance the sense of responsibility, social consciousness, and communication and community mobilization skills for WU staff at all levels. Establish and utilize the network of partners from various sectors and fields.

- WUs at the central and provincial/municipal levels will focus on developing and improving the quality of information, education and communication materials on specific topics in accordance with particular target groups and regions. WUs at the district and grassroots levels will disseminate the materials to their members and women.

- Continue to improve the quality and performance of the VWU's information and communication agencies; diversify information channels at all WU levels (newspapers, bulletins, etc.). Publish the Women's Magazine and coordinate in establishing a TV channel for women. Periodically organize events to introduce and promote the activities and achievements of the WUs, the women's movement, and the positive images of Vietnamese women.

Boost cooperation with mass media; periodically issue special papers and columns in order to raise awareness and promote the responsibility of the society, families, and women to women's work and gender equality.

- Promote the application of information technology in accordance with each WU level's conditions; innovate and improve the quality of information and reports. The central WU will lead the construction and development of a database system on women, gender equality, and other data relating to the work of the VWU.

2. To implement solutions in a comprehensive manner to improve the quality of WU staff at all levels.

- Raise the awareness of the roles, position, requirements, and responsibilities of staff in charge of women's work in the new situation. Refine their moral qualifications in accordance with the professional ethics criteria for WU staff. Develop and apply the criteria for staff recruitment and evaluation in accordance with the requirements of each position, at each level of the WU. Annually review the fulfillment of the responsibilities and duties of WU staff at all levels; first and foremost, maintain good working discipline at the central WU.

- Develop staff planning in each position, at each level of the WU, to be more dynamic and open, focusing on the staff who are young, from ethnic minorities, and who have been through practical work. Develop and realize training and retraining plans for the staff in promotion planning; periodically review and evaluate staff performance to adjust and complement accordingly to ensure the quality of planning.

- Develop and realize plans for practical training and rotating staff at a level or across levels of the WU, particularly at the central and provincial/municipal levels, in accordance with staff planning and appointment requirements. Properly assign and deploy staff, promoting their specific capabilities and strengths.

- Develop and implement the project *"Training and retraining staff at all levels in accordance with position requirements"*. Implement training programs, promote training for WU staff at all levels to encourage specialization in one area, while still maintaining broad knowledge; focus on enhancing research capacity to understand and apply the Party's perspectives and guidelines and State policies and laws on the work of the WU. Staff at central and provincial/municipal levels must review practices for each major task of the VWU; staff at the district and grassroots levels must organize to fulfill assigned tasks in their respective areas.

Build and develop the Vietnam Women's Academy to meet the requirements of scientific research on women's work and training, promoting WU staff and women officials in the period of accelerating industrialization, modernization and integration.

- Encourage self-training of WU staff in various forms, particularly through practical experiences at the grassroots level. WUs at each level will develop and implement specific regulations on field visits in accordance with job title and position.

- Research and propose policies for WU staff at all levels in accordance with the nature of work, gender characteristics, and the economic conditions of each locality and of the country. Actively organize social service activities, fund-raising, fee collecting, etc., to better organize the activities of the WUs and care for the material and cultural life of WU staff.

3. To improve the direction, governance and management of the VWU system, correcting signs of bureaucracy and formalism.

- Organize assignments and clearly specify the working regulations of the Executive Committee and the Presidium/Standing Committee at all WU levels to develop the capacity and encourage the contribution of each member. Improve the quality of the Executive Committee's meetings.

- Renovate and diversify the forms of emulation consistent with women's needs, aspirations, and interests; increase the proactivity and creativity of local WUs. Review, amend, and supplement regulations to improve ways of emulation and reward assessments, to ensure functionality, quality, efficiency, fairness, objectivity, and motivational impact on emulation movements.

While launching campaigns, pay attention to instructions and support for members and women in order to raise awareness and promote their active participation in the movement. Timely find, foster, and honor good practices, and disseminate experiences to replicate good initiatives.

- Clarify the tasks of WUs at each level to increase proactivity, creativity and responsibility in directing and organizing the implementation of activities. WUs at the central and provincial/municipal levels are responsible for directing and supporting WUs at district and grassroots levels to carry out difficult tasks or new initiatives or methods.

- Develop and implement regulations on the coordinating mechanism between departments and units of the Central WU and provincial/municipal WUs. Establish steering committees on the WU's major programs, projects and tasks. Allocate an annual budget associated with assigned duties and output-based management; in direction,

combine thematic activities and fields of work of the WU division on the one hand and supervision of geographical areas on the other hand.

- Define the content and prioritize subjects for each level of the VWU. The central WU will provide the major direction and guidelines and WUs at local levels will take initiative in selecting objects and contents to focus on for each task and each stage; prioritize all investments at the grassroots level, addressing the urgent issues, strategic issues, and issues related to specific groups of women (women with disabilities, ethnic minority women, vulnerable women, etc.). Develop innovative, effective, sustainable operation methods, consistent with the needs and characteristics of the target groups and local conditions, with a focus on developing the inner strength of women and communities.

- Improve working methods and style, making them more scientific and efficient; enhance the quality of planning at each administrative level; attach importance to identifying the needs of VWU members and women; mobilize VWU members and women to participate in identifying and realizing WU tasks. Develop closer links between WU staff and the grassroots, with staff being held accountable to VWU members and women in general.

- Improve the quality of monitoring of the implementation of VWU resolutions and statutes. Develop quantitative criteria for evaluating the results of work. The positive changes in the awareness, knowledge, attitudes and behaviors of members, women and families are the indicators of how effective the WUs' performance is. Periodically review and assess the impact of the work of the WU and draw experiences.

4. To invest in theoretical research, practical review and social counter-arguments in conformity with the tasks of each WU level.

- Raise awareness of the importance of theoretical research and practical review for WU staff at all levels. Develop and implement training programs to refresh and update knowledge and to improve the capacity of research, forecasting, making recommendations and learning lessons from the practice of the staff in charge of the women's movement and research.

- Integrate theoretical research, practical review, and social counter-arguments in annual work plans, with allocated funds and assigned focal points. Regulate research requirements and tasks for WU departments/units and staff at the central and provincial/municipal levels according to the title, duties, and number of years of work experience.

- The central WU should consolidate, strengthen, and improve the quality of research activities; renovate research, focusing on strategic research, forecasting research, and research based on reviewing good initiatives to support proposals, recommendation to the higher level, and guidance for implementation.

Develop and realize the WU's research strategy, and expand international cooperation in research on women and gender equality. Establish a data resource center on women, women's work, and gender equality. Research, update, and codify the guidelines, policies, and legislation of the Party and State concerning women, women's work and gender equality. Utilize research results within and outside of the country to promote the work of the WU.

In this term, the VWU is to carry out 1 to 2 national-level research projects, and to accomplish its duties as the focal point for researching and proposing a model for state

management model of the work of women, families and children.

- The central WU and provincial/municipal WUs will develop and promote a team of experts consisting of responsible WU staff and partners from different sectors. Establish a group of experts to advise the Presidium about successfully mainstreaming gender issues in legal documents as stipulated by the Law on Gender Equality.

- Develop regulations for WUs at all levels to periodically report on the implementation of guidelines and policies and on the situation of local women. Develop the skills of information analysis, situation analysis, and issue identification, with importance attached to training on data collection and statistical methods for the staff at district and grassroots levels. Research and develop new initiatives, and review and evaluate operative initiatives at the grassroots level.

5. To expand and improve resource coordination and mobilization.

- Implement a coordination mechanism between WUs and the authorities at all levels, including ministries and departments, in activities to promote gender equality and women's work. Proactively coordinate and form cooperative relations with branches, agencies, and organizations on the basis of joint programs/resolutions, to multiply our strength and enhance the quality and efficiency of women's work in the context of innovation and integration.

- Create networks and connect with organizations inside and outside the country having similar objectives and target groups for more support for the WU in policy advocacy and care for women.

- Expand the network of specialized consultants and partners in numerous fields. WUs at all levels will coordinate with other sectors to promote the role of women deputies in the National Assembly and People's Council, women members of Party Committees, and female officials. The Central, provincial, and municipal WUs will focus on promoting the role of experts in building and debating WU policies and strategies. WUs at district and commune levels will develop ways to attract the participation of key partners and female officials to fulfill the key tasks of the WUs. Moreover, to promote women's work and gender equality, the participation of society and specifically women, especially intellectuals and entrepreneurs, will be mobilized.

- Effectively manage and utilize the resources from projects, sub-projects, national target programs, joint programs, and international projects. Develop processes and regulations on the efficient and proper allocation and use of resources. Continue to actively develop projects to be submitted to the Government and provincial/municipal People's Committees to address strategic issues relating to women and families.

- Develop and effectively implement the VWU's strategy to mobilize international resources to increase the professional and financial resources for the VWU's work.

- Enhance the knowledge and capacity of WU staff at all levels in financial planning and management to increase the management efficiency throughout the VWU.