The Outline of the Eleventh

Five-Year Plan of the National Library of China

According to the requirements of comprehensively building a harmonious society, implementing the Scientific Outlook on Development, constructing an innovation-oriented country and deepening the cultural system reform on the basis of the world librarianship development trend, combining Chinese librarianship development and national library current situation, we develop the planning guide as follows

I. Trend of 11th Five-year Plan Period

During the 10th five-year plan period, the National Library of China continued to deepen the reforms. Aiming at becoming world class and China No.1, by means of management intensification, focusing on the reader services, we intensified the basic operational construction and steadily improved the social public service ability so as to make progress in the cause.

——Our basic operations were improved firmly and our collected documents increased steadily. Up to the end of 2005, the collected documents had totaled 25,050,000 volumes (pieces) and self-built digital resources total amount had exceeded 120 TB.

——Our services were reader-oriented and main service indicators maintained a relatively high level. We received average 4,450,000 person-times in library per year; average circulated documents were 26,900,000 copies (pieces) per year, average website visitors were 190,000,000 person-times per year, average offered reference services were 200,000 cases per year, and average offered interlibrary loan and document delivery services exceed 30,000 cases per year. Up to the end of 2005, online library cataloguing system had had 1,450,000 pieces of data and 972 users.

——We completed the initiation of the “NLC Second-phase Project & National Digital Library Project”, the feasibility research report and initial design were approved, and the overall engineering construction was started.

——We introduced a computer integrated management system, smoothed library main operations procedures, integrated the managements of document acquisition, cataloguing, reading and collection and opened the office automatic system for the computerization of the whole office process.

——We continued to implement the Talent Development Planning and Long-term Objectives of Beijing Library, 1997-2005. According to the talent development guideline of “general improvement, focused training, faire competition and reasonable use”, we vigorously established open mechanisms of talent selection, talent training and talent utilization, thus obviously improved our talent team.
—We defined the three strategic principles of “prospering our library by talented staff, strengthening our library with advanced technologies and running our library with good services”, completing talent introduction, training, selection and employment mechanisms; completing the scientific research management system, increasing the scientific research input; strengthening the service awareness, widening the service field; adjusting parts of charging items, and completing various service measures.

—We implemented the personnel system reform with the post management as the core, the enterprise reform with the separation between public institution and enterprise as the main line and the logistical reform with the change from fund transfer to fee paying, initially finishing the public institute cultural system reform pilot work.

—We participated in the organizing of national key culture projects, such as National Cultural Information Resource Share Project, Rescue Project of Chinese Rare Books, present Book to Countryside project, further expanding the functions of the National Library of China.

—We was granted the honorary title of National Spiritual Culture Creation Institute.

The 11th five-year plan period is the key period for comprehensively promoting the national digital library construction, heightening the service ability and constructing a modern and international national library, therefore, we face a rare opportunity and a rigorous challenge.

China intensifies the cultural construction and cultural system reform. The requirements on NLC operations and services are higher due to the rapid increased cultural demand; the rapid development of the modern information technology and the emergence of the academic exchange environment with the main characteristic of open access have a huge and deep impact on the library. The advanced computer and the internet facility provide a wide development space for the library to offer information and knowledge services and cause the fierce competition of technology, talent and service among the publishing houses, bookstores, internet content service providers and the library; the digital resources richen the collection of the library, improve the convenience of the resource acquisition and also raise a common difficult problem of long conservation, integration and utilization for the libraries all over the world; because of the construction of the digital library, the library stands at a new historical starting point, and a brand new subject of mutual integration and joint development emerges as well.

Meanwhile, during the 10th five-year plan period, some serious problems restricting the cause development still existed: firstly, our talent structure was not quite reasonable, high-level inter-disciplinary talents and influential academic leaders were insufficient, hence, the sustainable development requirement of the National Library of China could not meet; thirdly, our scientific research awareness was weak, high-level scientific achievements were rare and the achievements conversion was not enough, hence, they did not meet the requirement of a research library; thirdly, the cause development fund input was not sufficient, hence, they did not meet the requirement on public service of the National Library of China; fourthly, the first phase library equipment and
facilities were old, hence, they did not meet the demand on the guarantee ability of our services; fifthly, the digital resource construction and service did not adapt the change of the public information demand.

Under the big environment of creating a harmonious society and constructing an innovative country, the National Library of China should have a highly sense of historical responsibility, strong awareness of unexpected development and acute world sight, fully make use of the strategic opportunity period, correctly master the periodic characteristic, embark on solving the exiting problems, and comprehensively boost the National Library of China cause development.

II. Development Objective of 11th Five-year Plan Period

According to The 11th Five-year Plan about the National Economy and Social Development made by the Central Committee of Chinese Communist Party, the guiding theory of the National Library of China 11th five-year plan is that guided by Deng Xiaoping Theory and Three Represents Theory, implementing the Scientific Outlook on Development. be themed by the development, along the line of the service, supported by the information technology, based on the cooperation and sharing, we will reform with keen determination, blaze new trails in pioneering spirit, complete our mechanisms and systems, comprehensively perform our functions, facilitating the cause to develop sustainably and stably, making a contribution for constructing an innovative country, a study society and a harmonious society in order to meet people's increasing spiritual culture demand. And the basic principle of the National Library of China is to adhere to the principle of people first, strengthen foundation, provide services innovatively, implement the Three Development Strategies and continue the sustainable development.

We will be in light of the above–mentioned guiding theory and principle, according to the general requirement of constructing a modern and international national library with more rich resource, more advanced equipment, more beautiful environment, more thoughtful services and larger international significance, we put forward the following development goals:

——on the basis of the repository of nation’s publications, online book catalogue center, library information internet center and library development research center, we will embark on the construction of the document information supply center, library exchange and cooperation center and cultural education activity center.

——We will comprehensively collect document information resource of various carriers, construct a document information resource conservation and delivery base, further strengthen document information resource acquisition ability and document information resource control ability.

——Based on the completing of traditional services, guided by the strengthening of modern information services, with the cultural education and training as new growth points, we will comprehensively create innovative intellectual service system. The integrated service ability will be improved further and the service effect will be expanded further

——with the opportunity of the National Library of China Second-Phase Project & National Digital Library Project, we will initially transform the traditional library operations and services.
The digital library technology will be increasingly mature, the resource will be gradually developed to a certain scale, and the services will show its characteristics.

——We will improve our external environment, facilitate the country, society and individuals to participate in the formation of a new collaborative constructed mechanism. The fund input will obviously increase and the library demand will further enlarge.

——We will facilitate the exchange and cooperation among libraries and participate in the foreign cultural transmission. The National Library of China’s leading role in Chinese library community and influence in the international library community enhance further.

III. Main Task of 11th Five-year Plan Period

(I) We will complete the construction of the National Library of China Second-Phase Project & National Digital Library Project, repair and reconstruct the first phase library and Ancient Books Library, establish scientific and reasonable collection and service arrangement, and improve our integrated service ability.

We will reasonably plan, organize and implement the National Library of China Second-Phase Project & National Digital Library Project and construct a good-quality project. According to the general design thought, we will implement the thought of people first, so as to construct an intelligent library with diligent environment, reasonable arrangement, complete functions and organically integrated scientific technology and art. On the trace of the international digital library development trend, we will construct 8 centers, including Document Digitalization Processing Centre, Digital Resource Processing Centre, Digital Resource Storage Management Centre, Network Management Centre, Digital Resource Service Centre, System Development Maintenance Centre, Development Research Centre and Display & Training center; initially establish the digital library standard and regulation systems, facilitate the sharing of the information resource and realize the mutual connection and communication with other digital library system; discuss various feasible methods for solving the intellectual property problems; by applying mature resource organization and release platform, according to the thought of providing services while constructing, we will make full and efficient use of the constructed digital resources.

We will vigorously strive for the national financial supports and repair and reconstruct the first phase library and Ancient Books Library. Through the foundation of a special subject reading room and the implementation of the disciplinary librarian service, we will make the first phase library become an ideal place for research reader to study and research; and through the integration of operations and services of ordinary ancient book and ancient rare book acquisitions, catalogue data, document revelation and delivery, etc, we will further highlight the characteristics of the Ancient Books Library to facilitate the readers to use.

On the basis of fully investigation, combining the document information resource publishing and issuing trends, under the principle of scientific, reasonable, convenient use, we will necessarily adjust the existing collection and service arrangement, establish an operational arrangement that three part library functions are effectively coodinated and optimally utilized and comprehensively
improve the integrated service ability of the National Library of China.

(II) We will intensify the collection and conservation of the document information resource, establish a high-quality national document information resource conservation base and form a document information resource system with abundant contents, various carriers, different languages and distinct characteristics.

In connection with carrier variety trend of current document information resources, we will continue to evaluate and adjust the acquisition and collection policies. We will continue to implement the acquisition policies of “comprehensive collection of Chinese resource”, and “selective collection of foreign language resource”, “comprehensively collecting domestic resource”, and “selectively collecting overseas resource”; We will comprehensively collect various subjects and types of Chinese documents; duly adjust foreign document collection scope and key point, comprehensively collect oversea Chinese studies, Chinese research and valuable overseas Chinese documents; increase the collection of foreign document in social sciences, international organization and foreign government publications, and increase the collection of minor language documents and surrounding country and region publications; increase the collection of ancient books, celebrity manuscripts, letters and modern rare documents and designedly collect Chinese the originals or copies of Chinese rare books and ancient books wandered aboard; pay attention to the collection of AV materials and microforms; increase the collection of the digital resources, such as electronic publications, internet documents, etc. We will take necessary measures to heighten the submitting rate of the domestic publications; advocate social institution and individual donation; intensify the exchange and vacancy filling; explore simultaneously implementation way of purchase and use as well as permission and use of the database. We will reinforce the place of the National Library of China as a conservation base of the world Chinese documents and the largest collection institute of the domestic and overseas documents.

According to the requirements of catalogue data production and collection revelation, we will develop and modify document cataloguing rules, classify Chinese thesaurus, machine readable cataloguing format and various metadata standards. We will duly adjust and complete document cataloguing policies and operating mechanism. We will substantially heighten the quality and increase the time of the document cataloguing and processing. We will basically complete the cataloguing of retained un-catalogued documents; designedly converse the machine readable data of the collected document card catalogue; continue to maintain and complete the catalogue data; basically control the cataloguing process of documents in main languages. We will heighten the accuracy, depth and internal relationship of the document revelation and gradually integrate the cataloguing data, whole text data and entity collection.

We will intensify the preservation and conservation of collected document information resources and improve the document conservation condition. We will complete the repair and reconstruction of the Chinese general ancient books stacks, stacks and the newspaper stacks; establish electronic resources and AV material storehouses; introduce an advanced stack room environment monitoring system; accelerate the document recovery and heighten the document recovery quality;
intensify the saving protection of Minguo documents and other seriously damaged documents; intensify the regenerating protection of the core, precious and characteristic collections, such as microfilming and digitalization; and intensify the analysis, research and strategic conservation of various types of digital information resources.

(III) We will implement the strategy of “running our library with good services”, completing the multi-level service system for national legislation and decision making authorities, key education, scientific research and production organizations as well as social public.

Our service will be centered on the readers and guided by the demand. We will adhere to the principles of public benefit, people first, key point targeting and common consideration, intensify the service theory and user research, establish and complete the service evaluation system, and facilitate the standardization and normalization of the service work.

Our service mode will transfer from the main direction of providing entity documents to the laying equal stress on the entity document and digital documents; from the service of normal document lending service to the deep-level and personalized service. Our service content will transit from the provision of unitized form service to the integrated service. Our services means will change from the document lending service in library and by hand to the remote, internet document information and knowledge delivery services. We will intensify the reference service operation and conduct virtual reference service. We will intensify the document delivery operation and expand the document provision scope and width. We will complete the National Library of China level separation service system, firstly providing services for the national legislation and decision making authorities and mainly providing services for the national education, scientific research and production organizations, continue to provide good-quality services for the public and strive to provide accessible services.

We will further to provide good-quality services for the central and national legislation and decision making authorities, expand the service scope, content and forms, and plan new service items. We will optimize the environment of legislation and decision making services, establish a legislation and decision making information reference service platform for national authority, of which the technologies are advanced, the content is rich and the reaction is rapid, launching the information delivery service and the personalized customized service. And we will continue to deliver the Historical and Culture Lectures for Ministers.

We will embark on the trace of the demands of national important strategic policies and key construction projects, surrounding on the central work, such as the harmonious society creation, the innovative country construction and socialist new countryside construction; integrate various document information resources; explore various new service patterns; fully take advantage of the integrated force of the Science & Technology Documents Novelty Search Center, Document Delivery Center and Enterprise Information Service Center and the like, providing active and all-around document information services. And in the key service field, targeting the key service objects, we will gradually experimentally implement the subject librarian service system.
Our social public service will strive to be meticulous and in place. We will intensify the out-library reader service on the basis of providing good-quality in-library reader service. We fully utilize modern technological means to innovate the service pattern, intensify the reader instruction work, so that the reader can obtain more digital resources via internet. We will continue to plan new service items, create new service brands and substantially improve the social public cultural service quality. We will continue to carry out the activities such as the Wenjin Book Award, Wenjin Reading Salon, Chinese Classics & Culture and Wenjin Forum. We will pay attention to the collected document exhibition and introduction. We will intensify the National Library of China website construction, building the website into a resource service window, of which the interfaces are friendly, functions are complete and the use is convenient.

(IV) We will implement the strategy of “prospering our library by talented staff”, introducing and training various talents for accelerating the cause development, constructing the talent team that meets the requirement of the cause development.

During the 11th five-year plan period, our general goal of the talent team construction is as follows: the general amount grows substantially, the structure is increasingly optimized, the general quality is obviously improved, and an echelon consisting of academic experts, key professionals and inter-disciplinary talents is formed.

We will optimize the talent introduction mechanism and expand channel for introducing talent. We will complete the talent management mechanism, intensify the post management, contract management, and play down the identity management; the recruitment of all posits will be opened to the inside and outside of the library, forming a talent management mode of personnel department macro-control, department open recruitment and individual independent post selection. We will complete the talent incentive mechanism, and vigorously guide and facilitate the reasonable talent flowing.

We will intensify the construction of managing leader team. We will appoint leaders in accordance with The Party and Government Leader Appointment Regulations. And we will construct a leader team with relative high political quality, professional skills and management ability.

We will implement the innovative talent plan and construct the high-quality professional team. We will mainly train and introduce subject and academic leaders and form an innovative talent team consisting of chief experts, academic leaders and key professionals. And we will solve the shortage of professional talents problem during the operation construction and development.

We will intensify the staff training work and create a staff continuous educational system combining the general improvement of the staff quality and the innovative talent system training. We will intensify the staff’s awareness of life-long education and growth on jobs. And we will establish a staff team with reasonable structure and proper level proportion. By the end of the 11th five-year plan period, we will realize the goal that the staff members with bachelor or above degrees exceed two thirds and senior and intermediate staff members close two thirds.
We will take advantage of the instruction role of the National Library of China Talent Development Work Committee in the talent development. And we will intensify the organization and management of the talent resources, complete the talent evaluation standard, and establish and complete the talent evaluation system.

(V) We will complement the strategy of “strengthening our library with advanced technologies”, conducting the exploration and perspective study of librarianship development rules, accelerating the application of the modern information technologies.

We will intensify the technology work instruction, advocate the scientific spirit, strengthen the scientific research awareness and guarantee the scientific research conditions. We will develop scientific medium-and long-term plans and complete scientific technology work policies. We will establish technology work management system. We will strengthen the academic moral construction and intensify the academic research innovativeness. We will define the direction and key point of the scientific research and technological application, conducting scientific research and technological application work more efficiently. We will stress the close combination of the scientific research and the professional work, facilitating the scientific research achievement transfer and promoting the operation innovation.

We will intensify the research on the library science, information management theory and digital library theory, and strive to master the development direction of the librarianship and its subject macroscopically so as to provide scientific instruction for the development of the National Library of China. We will conduct the researches of the National Library of China internationalized level indicator system and modern indicator system. In the key research fields of the ancient document research, document information organization, document recovery and protection and digital library standards, we will strive to have concern breakthrough and occupy the high ground.

We will intensify the exploration and practice of the modern information technological application, comprehensively heightening the technological content of the library work, and promote the informatization.

We will optimize the existing computer internet system, improve the security, reliability and stability of the system, and heighten the internet service ability. Relying on the national digital library project, we will construct multiple network accessed high-bandwidth and multi-chain internet system, complete wireless network access and provide accessible network service.

We will continue to develop and complete the functions of existing computer application system, and strengthen the guarantee ability of the system for the basic operation work and reader service work. We will further exploit the potential of service regulation system and optimize the digital resource portal; accelerate the legal deposit and management of electronic resources, intelligent chip management of document and service, the research, development and application of the disaster-tolerant backup system and the like; develop reader integrated information service system, and launch resource search system on the basis of the high performance trunked computer.
(VI) We will intensify the research and development of the standards and professional rules, substantially launch services for the library community and facilitate the librarianship.

We will track the development of international relative operation standards, research the latest progressiveness of the same standards from home and abroad, and organize and participate in the research and development of various standards in the library and information fields. Combining with the implementation of the national digital library project, we will intensify the research and development of digital library standards of resource description, resource organization, information service and the like, and establish the national digital library standards. We will strive to regulate the standards developed by the National Library of China into the industry, national even international standards. And we will intensify the application of the international, national and industry standards by the National Library of China, facilitating the establishment of the mechanisms of joint constructing and sharing and mutual operation.

We will intensify the operation standardization construction, formulate and complete various operation rules and regulations, especially, intensify related operation standardization construction of digital resource creation, organization, processing, management, conservation, service and evaluation.

We will open the resources, actively provide the services for the library community and establish effective cooperative mechanism with the industry library system and regional library system. We will provide operation guidance and instruction to the library by means of internship, advanced studies and training. We will vigorously develop national online library cataloguing work, expand the document scope covered by the National Online Library Cataloguing Center, realize the joint constructing and sharing of the state online library cataloguing center and other system online library cataloguing centers, actively conduct the interlibrary loan work and further take advantage of the national document guarantee and delivery base. We will explore the online virtual reference mechanism and duly conduct the online reference services. We will create library and information management portals and open access repository, facilitating the academic exchange and achievement sharing of the library community.

We will, through the service work of the National Library of China, drive and facilitate the construction and development of various libraries across China, especially public libraries and community libraries.

(VII) We actively participate in the planning, organization and implementation of the national cultural project and play a role in the construction of the advanced culture.

Considering the strategic height of the advanced cultural construction, we pay closely attention to the trend of the cultural development and the demand of cultural cause construction, and actively participate in the planning of the national cultural project. Based on the development of collected excellent cultural resource, we will strive to plan some cultural projects with high starting points and obvious social benefits. We will complete the planning of Preservation and Conservation of Minguo Documents and National Document Resource Guarantee System Construction projects as soon as possible, and strive for the project approval at an early day.
We will carefully organize and implement the culture projects undertaken by us, such as the Plan for the Preservation and Conservation of Chinese Ancient Books Project, Rescue Project of Chinese Rare Books, and Present Book to Countryside Project, further expanding the functions of the National Library of China.

We will fully take our own advantages of document, labor and equipment resource, actively participate in the construction of national cultural project, and vigorously support the national culture projects, such as the National Culture Information Resource Sharing Project and Qing Dynasty Compilation Project.

(VII) We will deepen the reforms, and establish scientific, reasonable, standardized and efficient management system and operational mechanism.

We will seize the opportunity of the cultural system reform, aiming at the further development of the National Library of China cause, and continue to innovate on the management idea, mechanism, pattern and method.

We will fully learn the modern management theory and introduce ISO 9001 mature evaluation index system. We will advocate the principle of people first, pay attention to quantitative management and management cost analysis, and focus to facilitate the cause development by means of management.

We will further refine and regulate the post management. We will learn the advantages of various management patterns, actively explore the management pattern giving priority to the post management and combining various patterns, such as objective management, project management and piecework management.

We will embark on the reform of centralized office work and joint office work, simplify the work procedures and improve work efficiency; facilitate library non-core operation outsourcing, improve document processing timeliness with the help of social forces; expand the operation cost accounting, develop economy awareness and cost awareness, and improve the resource utilization efficiency of equipment facilities.

According to the demand of the digital library construction, we will optimize and regroup the existing operation procedures and organization structure, establish the operation procedure and organization structure that do not only meet the requirement of the traditional library work but also meet the requirements of the digital library construction and services, supporting the sustainable development of the operation work.

We will facilitate the library affiliated enterprise shareholding system transformation, gradually establish modern enterprise system with reasonable ownership structure; duly implement the departments, such as the Beijing Library Publishing House and the Logistical Service Center, to transform into enterprises.
(IX) We will adhere to the principle of “open construction, complementary advantages, mutual construction, mutual sharing and collaborative development”, facilitating the exchange and cooperation between domestic and overseas library community.

On the aspect of domestic exchange and cooperation, based on the undertaken state level project, we will plan new scientific research project and work project, facilitate and expand the cooperation with various systems and regional libraries; through the work by the Library Society of China, China National Microfilming Center for Library Resource, National Online Library Cataloguing Center and Chinese Library Classification editorial committee, we will actively organize various academic exchange and work exchange.

On the aspect of international cooperation, we will perform related international cultural agreements and promotion work on behalf of the state; actively participate in the activities of International Federation of Library Associations and Institutions and other organizations; actively organize and participate in bilateral or multilateral exchange activities in the international library community, and seek international cooperative programs with substantive content; enhance the document exchange, work exchange and staff exchange visits with overseas libraries; facilitate the participation in exhibitions of our collected unique copies, rare books and treasure documents; on the basis of continuously implementing the Cooperative Development and Sharing of Chinese Resources Project, enhance the exchanges and cooperation with libraries of Hong Kong, Macao and Taiwan regions, and strive to receive substantial achievements.

We will support the activities held by the Library Society of China and other library-related national societies, society institutions or affiliated branch institutions, play the industry leading role of the Library Society of China, actively facilitate the library legislation, industry standard construction and professional certification; organize national and international academic research activities, facilitating the academic progressiveness.

(X) We will strengthen ideological and ethical system constructions, creating the organizational culture embodying the time spirit and NLC characteristic, creating harmonious environment and operating the library cooperatively.

We will widely and deeply carry out promotion and education of the Party basic theory, basic line and basic guideline, and actively explore, strengthen and improve the new ways and new methods of the ideological and political work, and guide our staff to develop right outlook on world, life and values.

We will continue to establish the National Library of China’s culture and spirit with the characteristics of unity, realistic and innovative approach; serve the readers and contribute to the society, fully take advantage of the functions of the Labor Union, the Communist Youth Colleague and Women’s Federation and so on, adhere to the operational policy and development strategy of the National Library of China in various work and let it become a consensus of all staff members, creating a health and progressive cultural atmosphere.
We will stress the operational idea of people first, respecting the staff’s work and creation. We will continue to complete the Workers’ Assembly System, develop the democratic management and democratic supervision functions of our staff. We will intensify the professional morality construction of our staff, regulate the behaviors of the staff, strengthen the cohesiveness of our teams, and stimulate the enthusiasm and creativeness of our staff, boosting the healthy development of the National Library of China cause.

IV. Guarantee Measures of 11th Five-year Plan Period

(I) We will strive for the national and social supports and improve the policy environment of the library development.

We will actively promote the legislation process of libraries in China and vigorously intensify the promotion of related administrative regulations of the library; pay attention to the public relation and library marketing, increase the news planning and promotional reports, heighten the social cognition degree; strive for more input from the state finance and mobilize various social forces to participate in the National Library of China cause construction.

(II) We will pay highly attention to the internal regulation and standard development and improve the system environment of the library development.

We will study and development various policy regulations meeting the requirements of the cause development, establish and complete the regulations and polices corresponding to the cause development, establish and complete the supervision and restraint mechanism for the scientific, standardized and efficient management of various work.

(III) We will develop public library awareness and improve the humanistic environment of the library development.

Through the popularization of the library knowledge in various ways, we will improve the public’s understanding of the National Library of China, develop the library utilization awareness and participation awareness of the public, protect the library utilization right of the public, and heighten the library utilization ability of the public; through certain organization forms, we will carry out various activities, building good interactive relationship among the society, the public and the library, increasing the social demand of the library.

(IV) We will innovate the personnel management mechanism and improve the talent environment of the library development.

We will optimize the talent growth environment, reduce the brain drain with good career development space, interpersonal relationship, environment and compensations, providing talent guarantee for the cause.
We will strengthen the cause influence, create opportunities and provide conditions for the talent development, organically integrate the talent individual value realization and the National Library of China’s cause development; master the talent thought development, and advocate the humanistic care, forming good atmosphere for the emotional interaction of the individuals and the organization; complete related applicable systems, policies and regulations, providing good policy and work environment for the talents; implement the policy of working more and getting more, working better and getting better, providing preferential compensations for the talents.

(V) We will intensify security and logistical work and improve the guarantee environment of the library development.

We will continue to intensify the security work. We will implement the work guideline of security first and prevention first, intensify the security awareness, complete the security guarantee system and implement the security responsibility system; continue the integrated governance and joint administration, ensuring the security of the National Library of China with practical working style, strict working standard and substantial security measure.

We will further deepen the logistical service reform. During the beginning of the 11th five-year plan period, we will establish and complete the incentive mechanism of the Logistical Service Center, enhance the competition awareness for providing better quality service to the library; during the middle and later periods of the 11th five-year plan period, we will introduce the market competition mechanism, socialize the logistical guarantee and substantially improve the logistic guarantee of the library.

(VI) We will intensify the Party construction and play the core leading role of the Party organization in the librarianship development.

We will carefully study and implement the Three Representatives important thought, continue to heighten our understanding of the socialist cultural construction rule, master the advanced progressive direction, and master the new period cultural construction rules, strengthening the cultural innovation ability.

We will complete the internal discussion and policy making mechanisms of the Party Committee, further take advantage of the Party Committee, establish and complete the systems of the inner-Party situation circular, situation report and important decision proposal. We will enhance the construction of the Parity branches, and our party branches’ work should focus on the central tasks, serve the overall interests, innovate the working pattern, and continue to strengthen the cohesiveness and fighting strengthens of the grass-root party organizations.

We will substantially strengthen the self-construction of our leading team, further free our mind, transit our concept, improve our working style, build an honest, diligent leadership, improve our abilities of staying on top of the overall situation, blaze new trails in a pioneering spirit and master the cause development direction; adhere to the mass line of the Party and the principle of serving the people whole heartedly, intensify the elderly leader work, care about the retired staff’s life and
protect the staff’s benefits; adhere to the democratic centralism for more scientific decision making and effective implementation.