

1MALAYSIA

PEOPLE FIRST PERFORMANCE NOW

Indeed, our country Malaysia aspires to:

Achieving a greater unity for all her peoples;

Maintaining a democratic way of life;

Creating a just society in which the wealth of the nation shall be equitably distributed;

Ensuring a liberal approach to her rich and diverse cultural traditions;

Building a progressive society, oriented towards modern science and technology.

We, her people, pledge our united efforts to attain these ends guided by the following principles:

Belief in God

Loyalty to King and Country

Supremacy of the Constitution

The Rule of Law

Good Behaviour & Morality

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1. INTRODUCTION

Current globalization challenges sweeping the world require the reassigning of strategies so as to not be excluded or isolated from the speed of development or become victims of oppression by certain quarters.

To overcome this situation, Malaysians, regardless of race or religion need to think and act as one race, that is the Malaysian race that thinks and acts towards a common goal to build a world that is prosperous, progressive, peaceful and safe thus enabling it to compete with other communities in the world.

In the effort to create a Malaysian race that is more resilient in overcoming all kinds of challenges brought about by globalization, including socialistic, economical and political, Prime Minister of Malaysia, Dato Sri Mohd Najib Tun Abdul Razak has introduced the concept of 1Malaysia.

1Malaysia is based on the principle of 'People First, Performance Now'. This concept fulfils the aspirations of Malaysians in line with the allocation enshrined in the Federal Constitution and National Principles.

The Malaysian concept seeks to strengthen relationship and cooperation among the multi-ethnic people in this country as the main instrument to thwart the various threats and challenges that aim to threaten and disrupt the sanctity of their lives. This concept, if applied by all concerned, is also able to turn Malaysia into a more peaceful, well-grounded and progressive nation in every endeavour that will be respected by the world over.

2. DEFINITION

The 1Malaysia Concept, according to YAB Dato Sri Najib Tun Abdul Razak:

We stand, we think and we act as Malaysians. And we take actions based on the needs of all ethnic groups in our country;

This doesn't mean that we marginalize affirmative action, which is the policy to help Bumiputeras as long as the policy is executed fairly and due consideration is given to Bumiputeras who qualify to get a certain consideration from the government. We venture out of acting within the ethnic walls which was practiced for a long time.

Based on the above explanation, we can summarize the following:

1Malaysia Concept dictates that Malaysian citizens and leaders play their part.

1Malaysia

We stand, think and act as Malaysians which means that people of all races and religions must think beyond racial boundaries. They also must act beyond the boundaries of ethnicity and race.

Therefore, the Malays for example, cannot merely think only within the scope of its own race. They also cannot limit their acts to accommodate their own needs. The same is expected of other races.

While the sentence “and we take actions based on the needs of all ethnic groups in the country “it is inclined towards the leadership of the country. This paragraph means that the leaders of the country will uphold and fulfill the needs and rights of the people regardless of race or religion in Malaysia.

Added value and the latest development in the 1Malaysia concept

Actions will be taken based on the needs of all ethnic groups in this country and executed by the government since independence. This fact has its own mechanism whereby leaders fulfill the needs and wants of each ethnic group through their own representatives.

Through the 1Malaysia concept, the Prime Minister wants each representative to act beyond the boundaries of race and expand their services to other races.

3. THE DIFFERENCE BETWEEN 1MALAYSIA CONCEPT AND MALAYSIAN MALAYSIA CONCEPT.

Based on the definition of the 1Malaysia Concept that has been outlined above, 1Malaysia has these outstanding features:

1Malaysia is an idea to harmonize citizens of different races in this country without changing the identity of these races. The Malaysian Malaysia concept, on the other hand, is a policy that seeks to effectively disintegrate the basic foundation that the community is built on. The fairness that is espoused in the Malaysian Malaysia blindly takes advantage of the utilization of the total equity version.

Besides taking care of the needs of all races, 1Malaysia Concept emphasizes integration and the existence of the Malaysian Race. Quite different from Malaysian Malaysia, which is limited to equitable rights and doesn't consider reality and Malaysian history.

Unity, as depicted in the 1Malaysian idea, is quite different from the assimilation concept that is practiced in other countries where the identity of ethnic groups are stripped off and replaced by a national identity.

On the other hand, 1Malaysia values and respects the principles of the Federal Constitution as well as the ethnic identities of each race in Malaysia and treats it as an asset or advantage that we can be proud of.

1Malaysia emphasizes an acceptance attitude among people of different races, where each race accepts the uniqueness of another race so that we can live together and have mutual respect for each other as people or citizens of one country.

4. 1MALAYSIA CONCEPT

1Malaysia Concept is not a new vision or idea. Instead the concept of 'People First, Performance Now' is a concept in administration that suggests government leaders execute their tasks efficiently, trustworthily and responsibly for the sake of the people.

The underlying foundation of all these is the principle of fairness for all races; that all races will be taken care of and no one will be neglected. Fairness must take into account the state or level of development of each race as they are of different levels of progress. Therefore, government policies and federal allocations to those in the need will continue.

1Malaysia is the continuation of an agenda to build the country. To achieve development for the country, the people must progress first and this begins with

creating an attitude of acceptance among the different races that will lead to unity. When unity is achieved, the country's development will be expedited.

5. RELATION BETWEEN 1MALAYSIA CONCEPT AND PREVIOUS GOVERNMENT'S POLICIES

The relationship between 1Malaysia and previous government policies has been explained by the Prime Minister who is espousing the 'People First, Performance Now' concept as a continuation of previous policies by past leaders.

This is not a new concept. Instead, in 1Malaysia, 'People First, Performance Now' has been an ongoing effort. The tasks of protecting the peoples' interests and country have been the responsibility of the government since the life and times of Tunku Abdul Rahman Putra Al-Haj.

Efforts to develop the people and country have been implemented by all of Malaysia's Prime Ministers who had their own different ideas on how to do it, but they all shared the same goals of national and human capital development.

6. GOAL

1Malaysia aims to retain and strengthen unity in various aspects. Unity has been the strength of Malaysia as a country since before independence. This strength will be protected as ration or reserve to face future challenges.

Unity has already been established as the core in directing the country towards excellence since Independence was achieved. 1Malaysia aims to fan and rejuvenate the spirit of unity and camaraderie among people of Malaysia.

7. DESCRIPTION

To achieve the envisioned development or progress, the people need to undergo development and this starts with an acceptance attitude among races, which brings about firm unity. When unity is grasped, hence, all of the country's development can be expedited.

1Malaysia aspires to increase race relations to ensure that Malaysians can harness close unity.

A basic fact in the spirit of unity is respect, sincerity and trustworthiness among races.

1 Malaysia needs leaders of high integrity. In this regard, honesty, ability, truthfulness, transparency, sincerity and trustworthiness are extremely important in order to execute their responsibilities to the country.

Malaysia needs leaders who are wise in defining and understanding tasks. A leader who excels and gives undivided commitment naturally has the ability to plan, strategize and evaluate prestige and punctuality in servicing the people. Dedication and commitment to executing tasks and responsibility is the key or the best weapon to achieve success. The country needs people who are dedicated and committed to executing tasks and responsibilities with commitment, dedication and determination for the sake of the country's development and progress.

Malaysia needs leaders who are people friendly and are willing to sacrifice their time, energy and money, and set aside their personal gain for the sake of the country. Leaders who are dedicated and sincere will get support and will be respected by every layer of the community.

All races needs to put their loyalty and importance to the country before loyalty to race and group. Malaysia is a country for all people regardless of race, religion, culture or political affiliation. All races must assume that they are Malaysians where everything is fair and equitable. Each member of the community or race is accounted for and will not be isolated from enjoying development and adequate protection from the government.

1Malaysia is the stimulus to the existence of a national race that can give birth to people or citizens who have common traits and characteristics. The ability to build a nation depends on the sharing of integrity, ability, dedication and loyalty.

Therefore, leaders and citizens should have mutual understanding and embrace 1Malaysia's values, which are excellence, endurance, humility, acceptance, loyalty, meritocracy, education and integrity.

3 BASIC TENETS of 1MALAYSIA

1Malaysia leans against 3 tenets in enhancing national unity, which are:

PRINCIPLE OF ACCEPTANCE

PRINCIPLE OF NATIONAL SPIRIT

PRINCIPLE OF SOCIAL JUSTICE

PRINCIPLE OF ACCEPTANCE

Acceptance principle means that even though Malaysians live different lifestyles, practises and culture, we accept each other as loyal friends.

PRINCIPLE OF NATIONAL SPIRIT

Unity concept, nationalism and love for the country have been inculcated early on by past leaders. Tunku Abdul Rahman , through the Alliance Party which he led with the assistance of Tun Tan Cheng Lok and Tun V.T Sambanthan fought for independence and freedom from the British Colonists for the Malays States.

Tun Abdul Razak, in turn, inspired the New Economic Policy, which aims to unite the multi-races in this country.

Subsequently, Tun Hussein Onn, known best for his efforts in instilling unity among the multi-races in Malaysia was bestowed the name 'Father of Unity'.

Tun Dr. Mahathir and Tun Abdullah Hj Ahmad Badawi introduced vision 2020 and the Concept of Excellence, Glory and Distinction, respectively, in efforts to instil unity among the many races in this country.

PRINCIPLE OF SOCIAL JUSTICE

Each race in this country regardless of background or religion will be accounted for fairly and equitably in their welfare and other social aspects.

Through the 1Malaysia Concept, each representative needs to transcend racial boundaries and extend their services to other races.

Even then, the 1Malaysia Concept, which espouses social justice principles, is not a platform for any quarter or party to make outrageous claims or demands.

1MALAYSIA VALUES

YAB Dato Sri Mohd Najib Tun Abdul Razak in the 1Malaysia Concept hems in 8 values. These values are drawn up with the hope of uniting Malaysians in mind and action leading to one goal for the country. These eight values are:

- The Culture of Excellence
- Endurance
- Humility
- Acceptance
- Loyalty
- Meritocracy
- Education
- Integrity

Culture of Excellence

In practising a culture of excellence and high prestige, it will bring Malaysia to greater heights of success. The success and achievement of the community and country depends on how much this culture is practised by its people. The culture with high prestige ensures each fact and each task is done at their level best. Apathy and laid-back attitudes will not be tolerated and cannot exist in a progressive community.

This culture has to be continuously propagated with prestige as yardstick to measure achievement and development.

Precision principle is an element in determining excellence. Precision in time management is extremely important in determining progress and others' acceptance, especially when dealing with people outside Malaysia.

Precision in measurement, delivery schedule and quality are closely related to ensuring excellence and success.

Key Performance Indicators (KPI) is extremely important in measuring the quality of service rendered alongside dedication, commitment and hard work.

Countries outside Malaysia will acknowledge Malaysia as a country that places importance on quality and precision in all aspects, especially in the world trading system that is export-based.

Endurance

Each execution of work requires endurance and diligence. The fight towards achieving development and excellence for the country surely requires its leaders and people to be steadfast in overcoming trials and tribulations.

Malaysians need to be fervent in facing trials and challenges for the sake of their individual successes and that of the country.

The ability to weather individual change ought to be used as a guide to rectify mistakes or failure in previous tasks.

Failure or deterioration needs to be analysed and rectified in a positive manner.

The attitude of surrendering to frustrations and leaving things to chance or fate must be scrapped or completely eliminated if we are to attain progress and success.

In confronting failure, a different and creative approach needs to be sought to induce bigger and more significant changes.

The spirit of fighting and strong will needs to be present to achieve success for self, community and country.

Humility

Humility is another trait that is essential. It is encouraged in Islamic teachings and the same can be said of the culture and demeanour of the Malay community who gives utmost respect to those who are humble. Common courtesy and politeness needs to be a part of our daily routine.

To be humble does not mean that we bow down or surrender to others. These abilities need not be flaunted or be showcased in an obnoxious way.

Malaysians are extremely humble and accord much respect to others but possess inner strength and strong will towards certain principles.

Humility must be accorded suitably depending on time, situation and place.

When we are overseas and dealing with foreigners, we have to demonstrate our strength, confidence and ability as Malaysians but not through abrasiveness, oppression or hostility.

Acceptance

Acceptance Concept and tolerance are two different concepts in phrase and execution. Acceptance is evident in positive reaction in receiving something sincerely and without force. Malaysia is a country that needs people who can accept all that are good through consensus.

Acceptance of all races to get the best is needed to develop a national race. All the best for Malays, Chinese and Indians and others has to be used and has to gain acceptance by the community.

All programmes and financial allocations from the government must be distributed fairly, comprehensively and equitably according to need without limitation to community, race, ethnic or political inclinations. The same must be applied to education, scholarship, subsidies, financial help and project distribution needs to reflect the needs of 1Malaysia.

Individual ability and talent determine self-development, regardless of gender or ethnic background.

Loyalty

The principle of loyalty is essential in all situations. Loyalty to King and country as outlined by the second National Principle has to be embraced unconditionally. All races have to make loyalty and importance to country a priority over loyalty to own group and race.

Loyalty to leaders and head of an organization is the basis for authority, firmness, success and excellence.

Followers must show loyalty to leaders as an organization that is in shambles and does not follow the orders of its respective leaders will ultimately fail.

Loyalty will breed belief and garner a relationship between two parties.

Solid relationships and ties garnered through loyalty must be established through honesty and sincerity with friends, family or leaders.

Criticism and views that are constructive ought to be accepted in a relationship to ensure success. Constructive or corrective criticism towards a mistake or weakness is a mark of a true friend. Criticism in an effort to build strength needs to be done widely and with good intentions so that all weaknesses and mistakes can be rectified for the general good.

Leaders or heads of organizations need to shed arrogance and are not above reprimand or criticism.

Loyalty must be accompanied with the ability to execute jobs or tasks excellently.

Value or rewards towards loyalty must be based on effort, achievement and development that are established in each relationship.

Blind loyalty or relationships that are meaningless and impede progress are useless.

Relationships that are based on currying favours must be avoided at all costs so that it will not be misconstrued and abused by opportunist and will ultimately end up in failure.

Meritocracy

Meritocracy is a way or direction that needs to be ingrained and practiced in a democratic country to ensure that we qualify and fulfill the criteria to be given the opportunity to spur growth for the country.

In certain situations, there will be parties that are not as well endowed or live in remote areas, estates or new townships and it is the government's job to help these people.

Meritocracy emphasizes open competition based on pre-requisites that have been pre-determined and whosoever is able to fulfill the required criteria has the right to be chosen.

In executing the meritocracy principle, choice according to prestige and culture of excellence will maximize potential of Malaysians in all aspects.

In government acquisitions, contracts are awarded through open tenders and selected contractors must fulfill all requirements.

Companies, contractors, service providers, consultants etc. which are selected must prove their potential and give the best quote or offer that encompasses price, product, service and promised results.

The Principle of Meritocracy prepares Malaysians in facing challenges in globalization and liberalization.

Education

Education and knowledge are essential pre-requisites for any country to achieve success. Strength and endurance based on community that is educated and knowledgeable supersedes military might.

The country needs a community that places importance on education and knowledge over and above anything else.

A reading culture begets open-minded Malaysians.

National schools have been redefined to include vernacular schools.

All school types, be it National, Chinese or Tamil must always find opportunities to interact and conduct activities together.

The curriculum that has been developed for these three types of schools must stress common values that are inculcated to form 1Malaysia.

A country will only truly be developed and successful when its people are highly knowledgeable. The culture of knowledge inclines one to pursue state-of-the-art knowledge and prepares one to pursue knowledge till the end of time.

Integrity

Integrity is important to a government as it means gaining people's trusts and confidence. This value needs to be assimilated by all from leaders downwards regardless of position.

We must be honest and trustworthy in our actions and in our speech.

We must tell the truth even though it is hard and difficult to accept.

We must strive to rectify all mistakes. Each fact or action that fails or is wrong needs to be rectified in order to achieve perfection.

Keeping promises and being punctual is a noble value that is enjoined by all religions. Breaking a promise can ebb away trust and loyalty.

Accept criticism and reprimands with an open heart even though it is difficult to accept by certain parties. These criticisms and admonishments must be turned into lessons and guidelines to rectify and avoid future mistakes.

Ability and qualification must be given priority without going through illegal channels.

Set aside personal gain in all actions and behaviour. National interests must supersede other interests. Selfish actions that only benefit self, family or group must not be entertained.

The culture of high prestige is the main basis of integrity in all aspects and services provided.

Conclusion

The Concept of 1Malaysia aspires to strengthen relationships among races and ensures Malaysians sow the seed of unity as enshrined in the National Principles. Mutual trust and respect among races needs to exist in order to sow the spirit of unity. People must understand and practise things that place national interests as priority.

All races must assume that everything must be shared and make sure that no community or race lags from enjoying development and protection from the government.

It is hoped that these noble values will unite Malaysians in mind and action as a goal for one nation. Through 1Malaysia, no one will feel alienated because everyone belongs to one race, the Malaysian race, which has the same goals and aspirations to develop the country.

In creating a unified national race in a multi-racial country like Malaysia in this era of globalization, it is imperative that we allow free and fast flow of not just information, capital and people but also value systems, cultures and beliefs from different countries. The ability to build a unified national race depends on the sharing of the values of integrity, ability, dedication and loyalty.

Therefore, all Malaysians must embrace the main principles of 1Malaysia, which espouse togetherness, and sense of belonging to make this concept a resounding success.