



**NATIONAL COUNCIL OF WOMEN'S ORGANISATIONS MALAYSIA (NCWO)
RECOMMENDATIONS ON NATIONAL UNITY**

ISSUES & OUTCOME	NCWO RECOMMENDATIONS
<p>1. Issue: Ethnic & religious contestation- arising from politicians & CSO Leaders. Impact negatively. Ordinary people expressed harmony.</p>	<p>Increase democratic literacy and political maturity to enhance and improve multi-ethnic and multi-religious engagement critical to effective nation building. Whatever the situation, be it religion, education or socio-economic problems, politicians must always unite the rakyat and not speak in divided language. It has to be addressed to all Malaysians with the attitude that “ your problem is my problem and we have to jointly solve it”.</p> <p>A) For this to materialise, politician’s mind set has to change first. Political parties and CSOs must have a programme and the commitment to make unity and harmony as their ethos. It must be the culture in Parliament and in the Cabinet.</p> <p>B) That the Sedition Act be repealed and a new legislation be formulated to strengthen social cohesion and national unity by addressing hate speech, incitement of threat of harm and invoking violence and social unrest which can negatively impact ethnic, cultural and religious harmony.</p> <p>C) Formal and informal engagement, the culture and practice of consultation that involves diverse and wide ranging stakeholders. The term ‘social cohesion’ be re-emphasized, explained and promoted for the general public understanding that it is the significant reality within which we have survived thus far in the pursuit of national unity and reconciliation. To reconcile people who are homogenous and heterogeneous in thought, the following are some suggestions: share</p>

	<p>good stories, practice a Code of Ethics in respecting one another, highlight successful mediations, to talk about differences, inclusion and similarities, and exclusion before integration can take place.</p>
<p>2. Issue: Differing interpretations of the Federal Constitution.</p>	<p>Every Malaysian ought to develop an appreciation of the historical, legal and political development of Malaysia's Federal Constitution and an understanding of rights and responsibilities as citizen. A holistic and balanced understanding of the position of the Federal Constitution with reference to Article 3,4,8,10,11,152,153 &181 as the foundation of the nation state must be attained through:</p> <ul style="list-style-type: none"> A) The education system which must promote constitutional literacy and respect the rights of others. The new intake of Year One students should be taught to be Malaysian first, patriotic, practise unity among all races and learn an accepted set of values guided by the Rule of Law. This should be included in their civic lesson. This practise applies to Teachers and teacher training should be revamped. There should be a positive mind set of the children from the start. For too long children were taught to think differently which has done more harm than good to the Nation. B) The establishment of a Law Review and Reform Commission which will recommend laws that will contribute and enhance social cohesion in the pursuit of national unity and reconciliation which takes to consideration the UN instruments and convention. An understanding between the Civil and Syariah Courts that the Constitution does not violate or infringe fundamental rights. C) Non curtailment of liberties like free speech and all have the right to access to the courts. Selective persecution should not be practised. D) Provide knowledge to those in power, Federal, State and Opposition on the basic values of the Rule of Law, which is truly a system of Values. E) That a fair poverty eradication policy based on basic need, be formulated with effective implementation strategy and continuous

	<p>transparent monitoring and evaluation mechanism put in place in order to maintain social cohesion in the pursuit of social justice and national unity. No exploitation of affirmative Action: With due regard to the special positions in the Constitution, more attention should be paid to the Orang Asli, the Natives of Sabah & Sarawak and all Needy Malaysians, especially those in the B 40 group.</p>
<p>3. Issue: Federal Institutions – lacking balanced understanding</p>	<p>Establish non-judicial mechanisms for mediation and conflict resolution which are accessible to every Malaysian.</p> <p>A) That new legislation on Community Mediation and Conflict Resolution (CMCR) be enacted and CMCR Centres be established in every state with adequate resources and trained personnel so as to facilitate effective implementation. Trained personnel & Ethnic representation so as to facilitate for effective implementation. The members should consist of non-political, independent individuals of good repute representing all races who inspire confidence of a just, fair and transparent process.</p> <p>B) There should also be education about government policies among the Institutions of Higher Learning and statutory bodies, Corporations and other private sector Institutions.</p>
<p>4. Issues – religion, special position, Bahasa Malaysia, vernacular schools, civil service composition. Perceived discrimination</p>	<p>A) There should be more concentration on the special position of the B40 group of Malaysians. This then, will help to solve the socio-economic situation of all, leaving no group behind.</p> <p>B) Civil service recruitment should be based on merit with a balanced gender distribution. Exception to the rule should be for expertise needed by the Government or private sector.</p> <p>C) The bottom 40% of all communities in every region have full access to public sector services. Every Malaysian irrespective of ethnic, religious, political, locational, gender and sexuality has equal access to the public services, and feels treated as fellow human beings and citizens of Malaysia.</p>

	D) Low-cost Housing for the B40 group should be allocated according to the quota reflecting the races.
5. Issue: Delivery not just and fair. Questions of credibility and accountability.	<p>A) Improved commitment to ethnic and gender diversity in recruitment and promotion in the work place, both in the public and private sectors.</p> <p>B) The quota system between Bumiputras and the non Bumiputras should reflect the national population with a fair gender distribution both in the Government and private sectors.</p>
6. Issue: Perception of marginalisation and being second class.	<p>The perception of being marginalised 2nd class citizens came about when Ketuanan Melayu was pronounced. Instead “ Malaysia for Malaysians” and” Malaysians for Malaysia” should be our objective.</p> <p>A) Address and bridge the major social cleavages in our Society namely the Malays versus the non Malays. Both have the Constitution but differ in outlook. Education, History and Literacy of the Constitution will help overcome this difference.</p> <p>B) There must be greater understanding and appreciation of multi – ethnic cultures among communities, including the proficiency of Bahasa Malaysia and a strengthened command of community languages. Interfaith, Social and Cultural dialogues and activities should be held between all the races and between Peninsular Malaysia and East Malaysia.</p> <p>C) That greater efforts be taken for the mastery of the Bahasa Malaysia and simultaneously increased efforts in learning languages of other communities with facilities provided nationwide supported by public and private sectors.</p>
7. Issue: B40 issues & contestation for resources.	A) Socio-economic upliftment: Each area identified as poverty-ridden, whether rural or urban should develop Social Enterprises with the assistance of the government. Members of these specified areas must become the Share/ Stake Holders. This is a good way to distribute wealth.

	<p>B) Access to Education for the Indigenous people in Sabah & Sarawak and the Orang Asli. Their inaccessibility to register in e-kasih, has resulted in omission of the Community from the poverty group.</p> <p>C) Ethnic relations & National Unity to be regularly monitored and reviewed by non political Independent Bodies.</p>
8. Issue: Deep sense of exclusion experienced by certain sections.	<p>A) Institutions of learning, government departments, corporations and private bodies must organise social or work related programmes to create greater unity among their staff and students. This should become one of the the KPIs of the particular Body or Institution.</p> <p>B) Social work –related programmes should be handled by non-political bodies or members.</p>
9. Issue: Polarised nature of work place.	<p>A) That greater effort must be taken by government to practice and monitor employee recruitment and promotion irrespective of ethnic, race, gender and class.</p> <p>B) Initiatives be taken by government to urge the private sector, to practice employee recruitment without bias to ethnic, race, gender and class. Need to monitor private sector practices</p> <p>C) Foreign recruits in all levels, henceforth should only be given Permanent status at the most. Given citizenship to newcomers has caused ill feeling and dissatisfaction both in East & West Malaysia.</p>