

for that matter in any segment of the body politic of our society. It is indeed, a source of satisfaction to the Government that the trade union leadership of this country is alive to the danger of subversion. Equally it is a great source of pride and satisfaction to the Government that today, faced as we are with external threat to our sovereignty and territorial integrity, the trade union movement has given full backing to the Government on its stand to the Philippines' claim over Sabah.

In conclusion. I would like to reiterate the conviction and commitment of the Government in promoting the growth of free and responsible trade unions.

NO RACIAL INTOLERANCE FROM ANY SIDE

ROLE OF TRADE UNIONS STRESSED

Speaking with emphasis Tun Razak warned: "Any sign of racial intolerance from any side must be speedily checked for our salvation is multi-racial harmony and unity". He was addressing the third biennial delegates conference of the Railwaymen's Union of Malaysia in Kuala Lumpur on 2nd September, 1966.

Malaysia has just emerged from three years of uncertainty and anxiety—a period during which our national sovereignty, our democratic way of life and all that we cherish were threatened. It necessitated the spending of a greater proportion of our national income on military and security measures with correspondingly less funds being available for the implementation of national development plans. We are very happy that confrontation is now over and we hope to be able to push on with our **development** plans at greater pace and intensity,

What man is searching for is simple enough security, a good standard of living, opportunity for advancement, self-respect and regard for personal dignity. The Alliance Government is pledged to work for the achievement of these objectives. We would like Malaysians to have the good things in life and at the same time

have pride and dignity. We cannot achieve our objective if employers and workers, and Government and people are always in conflict. A situation like that is certainly not conducive to the progress of any community or nation. It is thus the duty of all of us to see that there always exists understanding and co-operation between the Government and the people, the employers and the employees.

Integration of interests by employers and workers is a positive solution to many of our labour-management problems and we are happy that in our country this concept has found favour and acceptance. But to develop this concept we have to cast aside the idea of victory for one side and defeat for the other. There will be the necessity for leadership but a leader does not necessarily impose a solution.

The wise man, whether a worker or an industrialist, appreciates a situation by considering the relevant factors and arrives at a solution by a process of deductive reasoning. More than one solution may be evolved but then: will probably be a particular one which indicates the best course of action not for sectional interests but for the larger interests of the country. There are many who must revise their concept of power and leadership. The forces which go to make up power must be co-active and not coercive and the best leader is one who is able to integrate the experience of all and use it to a common purpose or as a Chinese proverb goes "The best leader is he who appears to follow".

A trade union should play an important role in the preservation of democratic principles. It is one of the few effective voices of the people in the defence of their living standards and their freedom. But the trade union's role is much more than just striving for better wages and better working conditions. As it is composed of people with all problems and aspirations of mankind, the Union must work for the betterment of humanity in every field of endeavour. No aspect can be overlooked. The Union must take care to preserve and build the rich culture of our land, to guide the activities and development of our young people, to improve educational opportunities for the present and the coming generations. Participation by the Union and its members in these fields is a duty no good union can or should or want to shirk. A trade union has no less responsibility for promoting a system that will protect the interests of the people and those of their children.

The development of the agricultural and rural sector continues to be given great importance because progress in this sector is crucial to the overall development of our nation's economy. A considerable extent of undeveloped land and exploitable forests and a wide range of new agricultural activities constitute significant opportunities for raising income levels and increasing employment opportunities. However, it is realised that acceleration of agricultural activities will not be sufficient to generate and maintain a high rate of income and employment growth. It is also appreciated that although our economic strength lies mainly in our position as the world's largest single producer of natural rubber and tin, with substantial export earnings also from timber, palm-oil and other agricultural products, we must nevertheless diversify our economy and accelerate industrialization, if we are to achieve our objectives. We have been independent for nine years and in the process we have also been working towards economic independence. I think we can say that in the economic field Malaysia has reached the "take-off" point in economic growth.

Industrialization brings an increasing number of workers into the wage-economy and the cycle of economic development largely depends upon the balance and co-operation between capital and labour. It is apparent that in as much as the system of voluntary collective bargaining is feasible, it requires the establishment of attitudes of mutual forbearance and the realization by either side that it is in their own interests to keep both capital and labour in productive circulation. It is necessary, however, that in our developing economy, we cannot afford any prolonged industrial disagreements or unrest.

The Government cannot afford to perpetuate a system that does not make any provision for measures which could curb the exuberance of workers or employers without due regard to the larger interests of the country. Primarily for this reason, therefore, the Government must consider the introduction of certain measures which could deal with developing situations in certain circumstances which in turn, if not held in check, could be considerably detrimental to the public interests. It is, however, clear that Government continues to encourage the growth of a free, responsible and democratic trade union movement.

The workers and Unions in this country have a special role to play in nation-building and in the inculcation of Malaysian

consciousness. Trade Union leaders and workers must help the Government to foster a united, tolerant, multi-racial people where there is a sense of justice and national solidarity. Workers on the whole are good examples of "Malaysians". Racial feeling among workers is non-existent or at least at the minimum compared with other groups of people. An Indian worker has more in common with a Chinese worker than he has with an Indian businessman. Believing in this, all workers should be less communal than other groups of people. It should also be true among professional people a Malay lawyer has more similarities with a Eurasian lawyer than he has with a Malay peasant and again following this theory, racialism should be non-existent among Malaysian intellectuals. But racial or communal feeling or antagonism, I notice, is more common among "educated Malaysians" despite the fact that most of these people went to the same type of schools and learned the same subjects and possess identical social values and aspirations. Chinese and Malay farmers normally seldom talk about communalism. some are not even aware of it and they live like Malaysians, until some communal politicians start talking and preaching hatred to them. Communalism must be fought as hard as we had fought communism. It is an evil that good Malaysians must all fight. An> sign of racial intolerance from any side must be speedily checked. Our salvation is multi-racial harmony and unity. I would like to see educated Malaysians leading the masses in building a truly Malaysian consciousness and nationalism.

In each and every corner of our country there is on the land, in our kampongs. in our villages, in our towns, and in our cities, hundreds of projects which, in the first place, were plans on paper and plans in preparation. These plans have been and will continue to be translated from aims into action, from promises to proofs and from dreams into reality.

—*Tun Razak.*