

# ANNUAL REPORT 2020



IDFR stands on the site that used to house the late Tunku Abdul Rahman's Residence when he was Chief Minister of the Federation of Malaya. It is also where the Ministry of Foreign Affairs was located from 1966 to 2001.



# ANNUAL REPORT 2020

# **IDFR Annual Report 2020**

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Message from the Secretary General, Ministry of Foreign Affairs, Malaysia



First and foremost, I would like to congratulate the Institute of Diplomacy and Foreign Relations (IDFR) for continuing to meet the high expectation set by the Ministry despite the challenges presented by the COVID-19 pandemic. As the Ministry's training arm, IDFR has provided crucial and indispensable support to the Ministry by equipping our diplomats with the essential knowledge, skills and tools to effectively promote and defend Malaysia's national interests abroad as well as at home.

The world at large is constantly confronted with many challenges and issues of international concern. As Foreign Service officers, we must constantly keep ourselves updated with new developments in international relations and improve ourselves to ensure that Malaysia's strategic objectives are achieved. Therefore, it is vital that the programmes offered by IDFR be continuously tailored and improved to meet that demand, especially during a crisis of considerable magnitude like the COVID-19 pandemic.

I am happy to note that IDFR was able to overcome the challenges brought by the pandemic very quickly by adopting virtual platforms for its training programmes, including several of its lecture series. I was made to understand that IDFR was one of the first public training institutes to embark on virtual training and its proactive action ensured that both the Ministry's officers at home and abroad and other practitioners can continue to hone their skills to meet today's complex challenges.

The Ministry acknowledges that training plays a vital and indispensable role in any successful organisation. Hence, aside from encouraging its officers to attend training programmes regularly, either physically or virtually, the Ministry also stresses the importance of pursuing postgraduate degrees which will contribute to their career development. IDFR-UKM's

Master of Social Science in Strategy and Diplomacy has proven to be one of the more viable options for the Ministry's officers as the programme provides a comprehensive understanding of the fundamental issues in the theory and practice of diplomacy.

I am also pleased to note that IDFR has further enhanced its collaboration with institutions of higher learning in February 2020 by signing a Memorandum of Understanding with Universiti Malaya, Universiti Malaysia Sabah and Universiti Malaysia Sarawak, respectively. This adds further to the Institute's list of partners and paves the way for academic cooperation in areas including training, research and exchange of staff. The collaboration will also be most beneficial to the Ministry and its Knowledge Management initiative.

As the training ground for Foreign Service officers, it is clear that IDFR has a huge mandate to carry out. Nevertheless, I am confident that the Institute will build upon the outstanding achievements of previous years and exceed expectations in the coming years.

On behalf of the Ministry, I extend my sincere congratulations to IDFR and wish them greater success in the future.

Thank you.

#### DATO' SRI MUHAMMAD SHAHRUL IKRAM YAAKOB

# Foreword by the Director General, Institute of Diplomacy and Foreign Relations



I am very pleased to present the Institute of Diplomacy and Foreign Relations (IDFR)'s Annual Report, which features the programmes and activities conducted by IDFR in 2020.

2020 was an exceptionally challenging year for almost everyone around the world with the COVID-19 pandemic lurking in the background. Among the measures that Malaysia took to control the infection was to implement various stages of movement control orders (MCO). Closure of government and private premises except those involved in essential services also meant that IDFR was not allowed to operate as normal.

The gradual relaxation of the initial MCO enabled IDFR to relook at the way it conducts its training programmes. IDFR immediately turned to the online platform after having tested applications such as Google Meet and Zoom. The first few programmes to utilise the online platform were the *Diploma in Diplomacy* programme, one of IDFR's flagship programmes, and the *Economic Diplomacy Series*. With further relaxation of the MCO, IDFR was able to organise most of the programmes it had planned for the year. I would like to thank all the staff for their hard work and commitment in making sure that IDFR continues its role as a training provider.

Under the purview of IDFR's four learning centres, 24 courses and six discourses were organised (Appendix). The year's programme kicked off with the launch of the Ministry of Foreign Affairs' Knowledge Management initiative. The project, which was entrusted to IDFR as the focal point, aims to promote knowledge acquisition and sharing through a portal that stores relevant documents related to diplomacy and foreign affairs such as articles and dissertations, and knowledge sharing sessions by former diplomats.

The *Diploma in Diplomacy* programme continues to be given priority and the year saw the programme benefitting even further from the support given by the Institute's Committee on Training. The Committee, consisting of representatives from the various divisions of the Ministry of Foreign Affairs, discusses the improvements to be made to the programme and other courses. At the same time, the Committees on Research and on Publications were also formed with similar representations to strengthen and enhance the research done by the Institute's Research Officers and the publications to be published, respectively.

As in previous years, IDFR continues to collaborate with other Ministries and non-governmental organisations, among others, to organise programmes which provide exposure to diplomacy practitioners or future diplomats in the areas of diplomacy and international relations. In 2020, IDFR worked with the Institute of Leadership Excellence and Development under the Ministry of Youth and Sports to conduct a three-day *Youth Ambassador Programme*.

Renovation work on some of the Institute's facilities necessitated IDFR to conduct several of its physical programmes either at the Ministry of Foreign Affairs or other venues. One of the programmes that was held outside of IDFR was the second IDFR Lecture Series for the year, on the topic of *US-Iran: Beyond the Nuclear Weapons Issue.* What made the event more memorable was the attendance of His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah, the Sultan of Perak Darul Ridzuan and IDFR's Royal Patron at the lecture.

As a training institute, the training of its own officers is extremely important. Among the programmes attended by IDFR's officers was the *Advanced Diploma (Level 3)* in *Teaching, Training and Assessing Learning*, a UK recognised qualification, aimed at enhancing the officers' competency as trainers and programme organisers.

IDFR has come a long way since its establishment in 1991. The Institute will be celebrating its 30<sup>th</sup> anniversary this year and various activities are being planned to commemorate the pearl jubilee celebration.

I would like to take this opportunity to extend my heartfelt gratitude to His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah, for His Royal Highness' patronage. My deepest appreciation goes to Dato' Seri Hishammuddin Tun Hussein, Minister of Foreign Affairs, Dato' Kamarudin Jaffar, Deputy Minister of Foreign Affairs, and Dato' Sri Muhammad Shahrul Ikram Yaakob, Secretary General of the Ministry of Foreign Affairs for their guidance and continuous support for IDFR's programmes and activities. My deepest gratitude is extended to our panel of Distinguished Fellows for sharing their wisdom and vast experience, and imparting advice and encouragement on the way forward for the Institute. Finally, my sincerest thanks go to everyone who has contributed to the success of IDFR's programmes in 2020.

Thank you.

#### DATO' MOHD ZAMRUNI KHALID

Institute of Diplomacy and Foreign Relations

# **Institute of Diplomacy and Foreign Relations**

The Institute of Diplomacy and Foreign Relations, or IDFR in short, is the training arm of the Ministry of Foreign Affairs. Established in 1991, the Institute trains Malaysian diplomats in the areas of diplomacy, international relations, soft skills and foreign languages. It also trains diplomats and other officials from recipient countries under the Malaysian Technical Cooperation Programme, ASEAN Secretariat and D-8 countries in areas including diplomatic training, strategic analysis and economic diplomacy.

IDFR is made up of four learning centres:

Centre for Political Studies and Economic Diplomacy Centre for Leadership, Negotiation and Public Diplomacy Centre for Languages and Cultural Diplomacy Centre for Competency Enhancement

Supported by Management Services Division

One of the institute's flagship programmes is the *Diploma in Diplomacy*, a six-month intensive course for junior Malaysian diplomats in preparation for their first posting to Malaysian Missions. IDFR has also been offering another flagship programme — a one-year *Master of Social Science in Strategy and Diplomacy*, a joint programme with Universiti Kebangsaan Malaysia, since 1999.

To complement classroom learning, discourses comprising lectures, forums, round table discussions and workshops are also organised regularly. Prominent figures who have addressed audience at IDFR include Kofi Annan, Yasser Arafat, Benazir Bhutto, Nelson Mandela, Sultan Hassanal Bolkiah, Ban Kimoon, Gareth Evans, Helen Clark, Tun Dr. Mahathir Mohamad, Tan Sri Razali Ismail, Tunku Zain Al-'Abidin ibni Tuanku Muhriz and His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah, the Sultan of Perak Darul Ridzuan and the Institute's Royal Patron.

Among the Institute's collaborators are the Association of Former Malaysian Ambassadors, Mercy Malaysia, Universiti Malaya, Universiti Kebangsaan Malaysia, Universiti Malaysia Sabah, Universiti Malaysia Sarawak, Universiti Utara Malaysia, Universiti Teknologi MARA, and foreign missions based in Kuala Lumpur.

IDFR has a wide range of facilities and they include:

- Training rooms
- Meeting rooms
- Library
- Language lab
- \* Computer lab
- \* Auditorium
- Multipurpose hall

- Hostel
- Gymnasium
- \* Swimming pool
- \* Tennis cum futsal court
- \* Squash court
- Wireless coverage



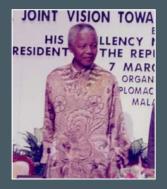




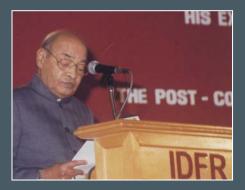














# Royal Patron and Distinguished Fellows

# **Royal Patron**

# His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah

Sultan of Perak Darul Ridzuan

# **Distinguished Fellows**

#### Tunku Zain Al-'Abidin ibni Tuanku Muhriz

Founding President Institute for Democracy and Economic Affairs

#### Tan Sri Razali Ismail

Former Chairman Human Rights Commission of Malaysia

#### Tan Sri Mohamed Jawhar Hassan

Former Chairman and Chief Executive Institute of Strategic and International Studies

#### Tan Sri Ahmad Fuzi Abdul Razak

Secretary General World Islamic Economic Forum Foundation and former Director General of IDFR

#### Tan Sri Hasmy Agam

Former Chairman Human Rights Commission of Malaysia and former Executive Chairman of IDFR

#### Tan Sri Abdul Kadir Mohamad

Distinguished Fellow Institute of Strategic and International Studies

#### Professor Dato' Dr. Zakaria Ahmad

Senior Vice-President/Deputy Vice-Chancellor (Research) HELP University

#### Dato' Dr. Mohd Yusof Ahmad

Former Director General of IDFR

#### Dr. Chandra Muzaffar

President
International Movement for a Just World

#### Professor K.S. Nathan

Principal Fellow Institute for Ethnic Studies Universiti Kebangsaan Malaysia

#### Professor Dr. Sufian Jusoh

Director Institute of Malaysian and International Studies Universiti Kebangsaan Malaysia

#### Datuk Dr. Chamil Wariya

Chief Executive Officer Malaysian Press Institute

#### Dr. Ngeow Chow Bing

Director Institute of China Studies Universiti Malaya

#### Madam Chee Yoke Ling

Director
Third World Network



# The IDFR Team



Dato' Mohd Zamruni Khalid

# Office of the Director General



Fadhlin Jaffar



Muhamad Ramdan Nor

# **Centre for Political Studies and Economic Diplomacy**



Norli Muadza Mohd Noor



Associate Professor Dr. Norraihan Zakaria



Harvinder Singh Ramday



Noraini Awang Nong



Ezrin Balqis Abd Lataf



Imran Ariff Mohammad Amin



Nur Mazieyah Nor Hashim



Hanun Insyirah Ishak



Noraziah Omar



Mohd Sha'arie Amran



Ahmad Khidir Lemin



Norazlin Mohd Tahir



Romancitta Natalie Dusipil

Others: Adrina Zulkarnain

# Centre for Leadership, Negotiation and Public Diplomacy



Hamizan Hashim



Amirul Khairi Mustafa Bakri



Fakhrul Arifin Mohammad Zulkifly



Nuril Fathihah Mazlan Zalina Abdul Razak





Suhaiza Sabri



Hasnah Mohd Sharif

Others: Major (Rtd.) Mohd Ridzuan Mohd Shariff, Fuziah Ahmad, Suhaini Ramli

# **Centre for Languages and Cultural Diplomacy**



Ruzaimi Mohamad



Wan Faizah Wan Yusoff



Afida Ibrahim



Dr. Raihan Marzuki



Major (Rtd.) Hadzrie Abdul Khan



Haliyath Zahiyah Kamal Mustaffa



Nur Nadhirah Syahmi



Muslim Hanafi Mohd Jalis



Khairul Kamal Abdul Rahman



Siti Norliza Juri



Nik Khalilah Nik Abd Kadir

Others: Sharizan Laily Shaharuddin

# **Centre for Competency Enhancement**



Hafizah Abdullah



Nurul Adni Zainul Ariff Haris Syarwani Razali





Johan Arief Jaafar



Norani Md Hamami



Roslan Kamarudin



Nur Fazlina Basiron



Irma Aneeza Sani

Others: Mohd Suhaimi Ahmad Tajudin, Nidyakala Manian

# **Management Services Division**



Nuryante Mohd Yazid



Nik Latifah Mohd Zaki

# Administration, Finance and Human Resource Section



Mohd Hafiz



Muhammad Amir Azam Nur Syahirah Md Salim



Mohd Syazwan Mohd Nasir



Abdul Rahman Adun



Raja Azrin Raja Azman



Jamaliah Jaafar



Mohd Fairuz Asraf Ismail



Hamezy Ab Muai



Afidah A. Manaf



Nor'ain Hassan



Mazulina Mat Jusoh



Nora Tukirin



Filza Syahida Md Jamal



Anuar Hafizi Adnan



Nurfarhana Abdul Manan



Nur Hafizza Bahrim



Muhamad Syahfie Md Salleh



Sapuri Ghazali



Muhd Jaafar Abd Karim



Mohamad Najib Zukiffly



Mohd Saiful Anuar Yusof



Ardee Azreen Abdul Malik



Mohd Ridzuan Basarudin



Mohd Zul Aiman Zainal Nazli Thajudin Abidin





Rozaidi Abdul Razak



Mohd Zani Tukiman



Norhashikin Hassan



Azrul Nizam Abdul Rahim



Raimi Amzar Zamali



Fadhilah Shahri



Alif An Naz Nazaruddin

Others: Mohd Nazif Jamaludin, Ahmad Farhan Ab Karim, Shah Rizal Mohd Salleh, Wan Marzuki Wan Mohamad, Wan Mohd Hafiz Wan Muda, Ibrahim Nor, Zaimi Ahmad

# Library and ICT Section



Siti Suzani Mohamed Taib



Hairil Annuar Md Salleh



Noor Asyirah Abd Rahman



Iliza Ismail



Badriyah Johari



Rahaiyu Rahman



Nur Idayu Abdullah



Mohammad Fitri Ghazali



Gurnam Kaur Hari Singh



Mohd Shahhizam Che Ahmad



Ahmad Yani Kamaruddin



Che Nurul Huda Che Aziz



# **Corporate Affairs Section**



Shanthini Subramaniam



Norlela Samad



Dzuita Mohamed



Mohd Issammuddin Sayuti



Ida Rosyanty Ishak



Hanriyani Sahmawi

Others: Barathi Muniyandi Centre for Political Studies and Economic Diplomacy

# Centre for Political Studies and Economic Diplomacy



## Ambassador Lecture Series 1/2020

The Centre organised its first Ambassador Lecture Series for the year on 27 February, titled Viet Nam's ASEAN Chairmanship 2020: Key Deliverables. The topic was delivered by H.E. Le Quy Quynh, the Ambassador of Viet Nam to Malaysia.

H.E. Le outlined several key priorities under Viet Nam's chairmanship, including reinforcing ASEAN's unity and solidarity, boosting its centrality, promoting active contribution to regional peace and stability, intensifying economic integration and connectivity, and expanding its institutional capacity and effectiveness.

He highlighted that focus would be given to strengthening habits of dialogue and cooperation while promoting confidence building, consolidating existing political and security instruments and mechanisms, promoting intra-regional economic integration, strengthening regional connectivity, developing high-quality human capital to meet the demands of the digital economy, social work and services for vulnerable groups, as well as intensifying cooperation to address emerging challenges such as the COVID-19 pandemic.



With all the key priorities mapped out, Viet Nam would be able to play its role as the ASEAN Chair to address not only the escalation of traditional security issues but also non-traditional security threats and the strategic competition between major powers.

The programme was attended by 86 participants, including senior officials from the Ministry of Foreign Affairs, ASEAN cooperation ministries, ambassadors and representatives from foreign missions from ASEAN countries and ASEAN Partners, as well as students from the *Diploma in Diplomacy* programme and Universiti Kebangsaan Malaysia's East Asian Studies Programme.

# **Economic Diplomacy Series 1/2020**

The first *Economic Diplomacy Series* was held on 9 July. The informative session was presented by Dr. Firas Raad, Country Manager for Malaysia, East Asia and Pacific of the World Bank Group on the topic of *Malaysia and COVID-19: From Lockdown to Economic Recovery.* The lecture series, which is conducted twice a year, aims to provide a platform for knowledge and information sharing on current issues and to gauge their impact on Malaysia's economy.

Dr. Firas' lecture focused on several key points: the global economic impact of the COVID-19 pandemic; Malaysia's public health response; the impact on the Malaysian economy; economic support measures and recovery plan; the outlook for economic growth; and the laying of foundations for structural changes. He explained that in the first quarter of 2020, the world faced a supply and demand shock that resulted in a synchronised collapse of global economic activity, which then led to simultaneous lockdown across the world.





The esteemed speaker applauded the Malaysian government for successfully mounting an effective public health response. He added that Malaysia's hospital system was not threatened by being overwhelmed with patients who contracted the virus. However, he cautioned that people must continue to be vigilant and mindful of the possibility of resurgence of cases. He explained that based on the exponential graph of Purchasing Managers' Index, Malaysia is currently making a comeback in economic recovery compared to several Southeast Asian countries.

The lecture was held via Google Meet and among the participants were representatives from ministries, foreign missions, universities, think tanks and financial institutions, as well as students from the *Diploma in Diplomacy* programme.

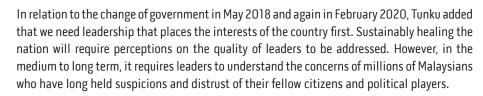
## **IDFR Lecture Series 1/2020**

The first *IDFR Lecture Series* for the year was delivered by Tunku Zain Al- 'Abidin ibni Tuanku Muhriz, one of IDFR's Distinguished Fellows, who spoke on the topic of *Healing the Nation 2.0*. The lecture was held on 6 August. Tunku, who is also the Founding President of the Institute for Democracy and Economic Affairs, first addressed the issue of healing the nation at IDFR in 2015.

Tunku began by stating that in healing the nation, we must first agree on what its original health was and how it has deteriorated. He asserted that in the post-independence era, the existence of several efforts such as the *Rukun Negara*, Vision 2020 and 1Malaysia were focused on creating a sense of shared identity for the people

of the nation. Each of these efforts had varying degrees of success in drawing the society closer. He also added that reaffirming the importance of *Rukun Negara* as the forefront of our national identity was a perceptive move towards healing the nation.

Tunku continued by outlining additional ways in measuring the nation's health. These include international indices which compare countries according to standards such as the state of democracy, human rights, economic freedom, and ease of doing business. However, he cautioned that it does not capture important nuances within countries where multiple institutions might be involved. He then reiterated the conclusion of his lecture in 2015: that schools, universities, and the education system in general are crucial components in re-forging a shared sense of identity; that having platforms to debate views pertaining to the national vision is vitally important; and that national healing needs moral leadership.



Tunku concluded his lecture by stating that the noticeable and welcome shift in the language of good governance provides renewed opportunities for all Malaysians to have a proper understanding of our Federal Constitution and the origins, functions and operation of our institutions, for all Malaysians to have the ability to debate – without fear – competing visions of the future in a peaceful, respectful and inclusive manner, and for all Malaysians to nurture and elevate leaders who successfully embody these democratically articulated desires.

The lecture, which was also streamed live on Facebook, was attended by approximately 116 guests. They include Deputy Secretaries General and other senior officials from the Ministry of Foreign Affairs, ambassadors and representatives from the foreign missions, representatives from think tanks, training institutes and youth groups, members of the academia as well as students from the *Diploma in Diplomacy* programme.







## **IDFR Lecture Series 2/2020**

The second *IDFR Lecture Series* was held on 25 August. The esteemed speaker, Tan Sri Mohamed Jawhar Hassan, one of IDFR's Distinguished Fellows and former Chairman and Chief Executive of the Institute of Strategic and International Studies Malaysia, spoke on the topic of *The United States (US) and Iran: Beyond the Nuclear Weapons Issue.* 

The session commenced with Tan Sri Jawhar giving an overview of two international security issues involving nuclear weapons today: the US-Iran conflict and the conflict with North Korea. Zooming in on the US-Iran relations, Tan Sri Jawhar argued that both countries had good relations in the 19<sup>th</sup> century. He then explained further the factors leading to the US-Iran tension.

Tan Sri Jawhar highlighted that it was the US that helped Iran embark on its nuclear journey in the 1950s when they were still enjoying good relations. Iran, together with nearly 30 other countries, received technical assistance from the US under its Atoms for Peace programme. However, after the Iranian Revolution in 1979, the US stopped their assistance. Iran then entered into a nuclear cooperation agreement with Pakistan, China, and Russia. Iran, who had become a party to Non-Proliferation Treaty in 1970, was regarded as not being fully transparent to the International Atomic Energy Agency (IAEA).

A Joint Comprehensive Plan of Action (JCPOA) was successfully concluded between Iran and the five-permanent members of the United Nations Security Council (UNSC) as well as Germany in 2015. A road map agreement between Iran and the IAEA was also signed then. The 25-year Plan of Action put a cap on Iran's nuclear capacity in exchange for relief from nuclear related sanctions imposed by the US, the European Union and the UNSC. Iran's compliance with the terms of the agreement led to the gradual lifting of all nuclear related sanctions. However, in 2018, President Trump withdrew the US from several agreements including the JCPOA, and all previous US sanctions were re-imposed on Iran.





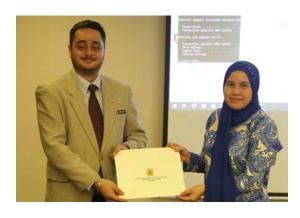
Tan Sri Jawhar concluded his lecture by stating that Malaysia wishes to see a West Asia that is at peace with itself and with the rest of the world, for outside powers to abide by international law, pursue peaceful policies and respect national sovereignty, for our country to be friends with all and prosper together with them. He also believes that

## **Centre for Political Studies and Economic Diplomacy**



many of us would like to see a West Asia that resembles Southeast Asia more: a region whose peace and prosperity is underpinned by cooperative norms, principles and processes that characterise an organisation like ASEAN or something even better.

The lecture was attended by approximately 108 guests, including His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah, Sultan of Perak Darul Ridzuan and the Institute's Royal Patron, Datuk Kamarudin Jaffar, Deputy Foreign Minister, Tunku Zain Al-'Abidin ibni Tuanku Muhriz, former ambassadors, academicians, and officials from various Ministries.



# Strategic Analysis Course for Malaysian Participants

The Centre successfully organised the *Strategic Analysis Course* for *Malaysian Participants* on 25 and 26 August. The aim of the course was to enhance the participants' knowledge on strategic thinking and security analysis, and to expose them to the modern world's fluid political, security and strategic environments.

The course offered a dynamic range of modules ranging from Malaysia's Foreign Policy, Introduction to Strategic Analysis, Negotiation Tools for Strategic Analysis, Law of the Sea Convention 1982 and its Impacts on Recent Development in the South China Sea, Cyber Security – Digital Analysis and Risk Analysis, Enhancing

Personal Awareness, Counter Terrorism 101, and Future Scenarios in Strategic Analysis.

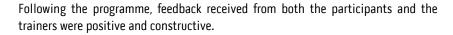


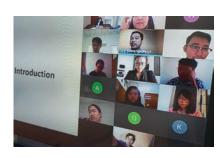
A total of 19 officers attended the course. They were from the Ministry of Foreign Affairs, Ministry of Defence, Ministry of Home Affairs, Prime Minister's Department, Malaysian Nuclear Agency, Immigration Department of Malaysia, Department of Higher Education, Malaysian Armed Forces, and the Royal Malaysian Police.

# ASEAN Diplomatic Attachment Training Programme

The above programme, which took place from 7 to 18 September, was part of a one-year attachment programme for Cambodia, Lao PDR, Myanmar, and Viet Nam officials based at the ASEAN Secretariat. IDFR was selected from among the ASEAN-6 regional institutions to conduct this programme.

The two-week programme on diplomacy and regional cooperation was conducted virtually and was moderated by the ASEAN Secretariat. The modules covered various topics under the three ASEAN Community pillars, including regional and international issues, elements of diplomacy, negotiation skills, leadership, communication and effective organisation. Despite the programme being conducted virtually, all the sessions took an interactive and comprehensive approach.







# Malaysian Technical Cooperation Programme (MTCP): Economic Diplomacy 2020

The MTCP: Economic Diplomacy 2020 programme was conducted from 29 September to 1 October. The programme focused on sharing with the participants Malaysia's strategic plans and economic policies, negotiation and international trade, among others, as well as providing an overview of Malaysia's transformation and the nation's economic growth.

Due to the COVID-19 pandemic, the course could only be offered to foreign diplomats in Kuala Lumpur instead of officers from their home country. In total, 19 diplomats and two officers from the Ministry of Foreign Affairs were selected to attend the three-day programme.

The topics covered in this programme include Introduction to Economic Diplomacy, Malaysia's Foreign Policy, ASEAN Economic Community, Malaysia's International Trade Policy, Malaysia External Trade Development, Post-COVID 19 Economic Recovery, Malaysian Palm Oil and International Market Potentials, and Future Scenarios and Economic Diplomacy.





Representatives from reputable Malaysian companies including PETRONAS and AirAsia joined in during the programme's networking dinner to share their insights into relevant issues.

# **Economic Diplomacy Series 2/2020**

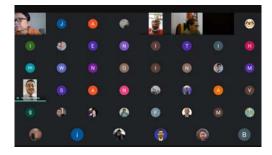
The Centre conducted the second *Economic Diplomacy Series* on 19 October. The topic chosen for this session was *Malaysia's Efforts of Economic Diplomacy during COVID-19* and was presented by Dato' Dr. Madeline Berma, a Fellow from the Academy of Sciences Malaysia.

According to Dato' Dr. Madeline, the presence of the COVID-19 pandemic in the global arena is not only a health crisis but has extended beyond into inflicting social and economic crises, especially among the low-income population. Several key points were raised by Dato' Dr. Madeline during the lecture, which include the

correlation between the presence of COVID-19 and the economy, the form of economic diplomacy in the current settings, ASEAN's response to the pandemic, and lessons to be taken under contemplation during this pandemic. The speaker also provided detailed data on Malaysia's position due to China's economic decline, among other nations, and how much of an impact it had on the nation's Gross Domestic Product.

In conclusion, the speaker praised the Malaysian government's efforts in aiding the public who were struggling due to the enforced Movement Control Order to flatten the COVID-19 curve. In terms of regional response to the pandemic, she noted ASEAN's efforts in bringing its member states together to manage the COVID-19 impact on the region.

The session was held via Google Meet and participated by representatives from various ministries, foreign missions, universities, think tanks and financial institutions as well as participants from the *Economic Diplomacy Workshop*.





# Economic Diplomacy Workshop for Malaysian Participants 2020

The Economic Diplomacy Workshop for Malaysian Participants 2020 was organised to enhance the participants' knowledge on Malaysia's strategic plans and economic policies, negotiation and international trade, and to provide them with an overview of Malaysia's transformation and the national economic growth. Topics include Malaysia's Foreign Policy, ASEAN Economic Community, Malaysia's International Trade Policy, Post-COVID 19 Economic Recovery, Malaysian Palm Oil and International Market Potentials, and Future Scenarios and Economic Diplomacy.

The three-day workshop, held from 13 to 15 October, was conducted virtually and was attended by participants from, among others, the Ministry of Foreign Affairs, Ministry of Science, Technology and Innovation, Ministry of Finance, Ministry of Water, Land and Natural Resources, Ministry of Agriculture and Food Industries, and Ministry of International Trade and Industry.

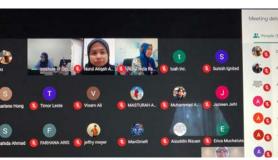
## Ambassador Lecture Series 2/2020

The second *Ambassador Lecture Series* for the year saw H.E. Dr. Merve Kavakçı, Ambassador of the Republic of Turkey to Malaysia speaking on the topic of *Malaysia-Turkey Bilateral Relations*. The lecture was held online on 14 October via Google Meet.

The Ambassador, who has been serving in Malaysia since 2017, started the lecture by introducing Turkey's foreign and economic policies practices in relation to the current President Erdogan's presidency. H.E. Kavakçı highlighted the efficient engagements between Turkey and Malaysia to promote beneficial trades and projects which are not just limited to economic sustainability but also on political and socio-cultural grounds.

She also highlighted several key points on bilateral relations between the two countries when taking questions during the Question-and-Answer session. The session initiated many discussions between Her Excellency and the participants including the key role of SMEs in promoting further progression of economic interactions through the existing sustainable economic platform and Turkey's commitment in fighting against the increasing global threat of Islamophobia. In her final





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note, the speaker stressed Turkey's dedication to the efforts of battling the global pandemic and increasing humanitarian foreign policy efforts as well as in multilateral platforms engagements such as the D8.

The one-hour session was attended by approximately 69 participants, comprising officials from various ministries, and Malaysian Missions, representatives from foreign missions, academics from universities and representatives from think tanks, as well as Malaysian businessmen based in Turkey and participants of the *Economic Diplomacy Workshop*.

# D-8 Economic Diplomacy Online Training Workshop

The *D-8 Economic Diplomacy Online Training Workshop* took place from 8 to 10 December. It was the first collaboration between IDFR and the D8 Organisation which is based in Turkey. The workshop was officiated by Dato' Mohd Zamruni Khalid, Director General of IDFR, and Dato' Ku Jaafar Ku Shaari, Secretary General of the D-8 Organisation. The main goal of the programme was to develop the skills and the expertise of the participants as well as to enhance their knowledge in the area of Economic Diplomacy specifically.



Due to the COVID-19 pandemic, the three-day programme was conducted through an online platform which was moderated by the Secretariat from the Centre. A total of 19 participants from D-8 member states of Iran, Nigeria, Pakistan and Turkey participated in the workshop.



The topics covered were *Economic Diplomacy* which was conducted by Prof. Dr. Sufian Jusoh, one of IDFR's Distinguished Fellows, *International Negotiation* by Ambassador Dato' Muhammad Noor Yacob, Adjunct Professor, Institute of Malaysian and International Studies and Chairman, APEC Study Centre, Universiti Kebangsaan Malaysia, and *Leadership and Strategic Thinking* by Mr. Aznir Abdul Malek, a consultant.

The workshop received positive feedback from the participants, and they hope that the training workshop can be conducted physically in the future.

Centre for Leadership, Negotiation and Public Diplomacy

# Centre for Leadership, Negotiation and Public Diplomacy



# Youth Ambassador Programme

The above was the first programme organised by the Centre for the year. Held from 3 to 5 February in collaboration with the Institute of Leadership Excellence and Development, Ministry of Youth and Sports, it was part of the Malaysia Future Leaders School Programme 2020. The three-day module was attended by 240 participants nationwide, mostly post-Sijil Pelajaran Malaysia students.

The participants had briefing sessions on Introduction to the Ministry of Foreign Affairs, Roles and Functions of Malaysian Missions Abroad, and Protocol and Consular Services on the first day at IDFR.

On the second day, the participants visited the Ministry of Foreign Affairs and attended a series of briefings, namely, on *Cultural Awareness, Public Diplomacy* and *Media Relations*, and *Introduction to ASEAN Regional Grouping*. They also visited the Wisma Putra Gallery and the Consular Counter.

A briefing at the Malaysia External Trade Development Corporation and a visit to the Malaysian Export Exhibition Centre and the Business Information Centre were held on the third day. The participants also had a *Fine Dining and Etiquette* lesson later that day where they were taught table manners at formal functions and grooming.

IDFR believes that the participants had gained sufficient knowledge to prepare them for an upcoming educational trip abroad.



# Reflecting the Past Programme

On 21 February, in collaboration with the Human Resource Management Division of the Ministry, the Centre took the lead in organising IDFR's second Reflecting the Past Programme. Titled The Rio Earth Summit 1992... Stories behind the Scene, the guest speaker was Dato' Ting Wen Lian, a diplomat who served the Ministry for 27 years as High Commissioner to Fiji, Ambassador to Italy and Malaysia's Permanent Representative to the United Nations Environment Programme and the United Nations Food and Agriculture Organisation in Rome, Italy. She also served in Washington, Paris, and Algiers, among others.

During the sharing session which was moderated by Ms. Haznah Md Hashim, Undersecretary of the Multilateral Economic and Environment Division, Dato' Ting explained that the original name for the Rio Earth Summit 1992 was the United Nations' Conference on Environment and Development. She then shared her experience in dealing with global environmental concerns and food issues. As the representative of the Malaysian Government to the Summit, she voiced out our commitment and our concern on the issues of water scarcity, the consumption of toxic and chemical components, and the need to find other alternatives for sources of energy to replace fossil fuels which are linked to global climate change.



Dato' Ting then compared the current environmental issues with the situation 27 years ago with regards to the Penan people in Sarawak and the palm oil industry. She added that although those are two very different issues, there is a commonality. Dato' Ting also argued that the advanced nations are the ones that contribute to the environmental issues. They are the ones that should decrease the pollution and deforestation but they create laws and regulations to be implemented on the rest of the global community including Malaysia.

The sharing session was attended by Datuk Rahimi Harun, Deputy Secretary General, Management Services, Dato' Mohd Zamruni Khalid, Director General of IDFR, and approximately 150 staff of the Ministry. Both Datuk Rahimi and Dato' Mohd Zamruni also participated actively in the Question-and-Answer session.

# Leadership Course for Mid-Level Diplomats 2020

Leadership can be defined as the art of motivating a group of people to act towards achieving a common goal. A leader is expected to establish a clear organisational vision, provide information, guidance and methods to materialise the vision, and coordinate the interests of all members and stakeholders within the organisation. A leader should also be resourceful, act as the-point-of-reference, step up in critical times, and is able to think and decide creative solutions during difficult times.

From this perspective, the Centre organised the *Leadership Course for Mid-Level Diplomats 2020* from 10 to 12 March. A total of 14 officers from the Ministry of Foreign Affairs, Ministry of Education Malaysia, and Malaysia External Trade Development Corporation participated in this programme.



Specially designed for officers at grades 44 to 52, the three-day course aims at preparing the participants on matters related to their roles and duties in managing staff and subordinates when they are at Malaysian Missions. It also aims to identify leadership potential in each participant, enhance their understanding and knowledge on various concepts, theories and



practical styles of leadership, and improve their diplomatic leadership while representing Malaysia on the international platform. The course is also designed to equip the participants with effective organisational management skills.

Overall, the course received positive feedback from the participants who had participated actively during the course. The trainer was able to display his mastery of the subject and allowed interactive activities to take place to simulate leadership practices. Mr Hamizan Hashim, Head of the Centre, delivered his closing remarks and presented the certificates to the participants at the closing ceremony on the last day of the course.



# International Negotiation Course for Junior Level Officers

Negotiation is a method by which people settle differences, search for alternatives, and discuss further to achieve win-win objectives. It is a process where compromise or agreement is reached while avoiding argument and dispute. In any disagreement, individuals understandably aim to achieve the best possible outcome for their position or the organisation they represent. However, the principles of fairness, seeking mutual benefit, and maintaining a relationship are the keys to a successful outcome.

Realising the importance of mastering effective negotiation skills, IDFR organised the *International Negotiation Course for Junior Level Officers* from 21 to 23 July. The course was specially designed for officers at grades 41 to 44, with the objective of developing and enhancing their self-confidence and effective negotiation and communication skills. It aims to expose them to negotiation skills in the global setting and to share the experience and knowledge on international negotiations. It also serves as additional knowledge for the participants before they are directly involved in any negotiating exercise, especially on the international platform.

Ms. Shanta Nagendram, a consultant, was invited to conduct the course. Throughout the course, the participants were exposed to the process of negotiation, which includes several stages of

preparing, discussing, clarifying goals, negotiating towards a win-win outcome and agreement, and implementing courses of action. They were also introduced to the concept of BATNA — the best alternative to a negotiated agreement. They learned that a successful negotiator should also be more sensitive over cultural, social and ethical issues while discussing differences. Among

the methods used were case studies, presentations, and role plays to instil understanding of international negotiations in the participants. To complement the theories learned, Mr. Istaq Nadzril Abd Kader, Director of ASEAN Political and Security Community, the ASEAN-Malaysia National Secretariat, Ministry of Foreign Affairs was also invited to deliver a lecture on *Negotiations from a Practitioner's Perspective*.

The three-day course was attended by 31 participants from the Ministry of Foreign Affairs, Prime Minister's Department, Ministry of International Trade and Industry, Royal Malaysian Police, and Malaysian Palm Oil Board. Dato' Mohd Zamruni Khalid, Director General of IDFR, delivered his closing remarks and presented the certificates to the participants during the closing ceremony on the last day of the course.



#### Media Skills Workshop for Mid-Level Officers 2020

The globalisation of international relations and the rapid development of information and communication technology have greatly influenced trends of interactions in modern-day diplomacy. While diplomacy in the past focused mainly on interstate interactions at the bilateral and multilateral levels, diplomacy today involves engagement with the media, the public, the civil society, and non-governmental organisations at large, in addition to the application of social and electronic media platforms.

As the main goal of interaction is to influence public thinking at the international level and promote one's national interest, effective public diplomacy activities and media skills help to promote and contribute towards a better understanding of Malaysia's foreign policy and trade and economic policies, both regionally and internationally.

In line with this, IDFR successfully organised the *Media Skills Workshop for Mid-Level Officers 2020* from 25 to 27 August. The workshop was attended by 19 participants from the Ministry of Foreign Affairs, Malaysia External Trade Development Corporation, Royal Malaysian Police and Malaysian Palm Oil Board.



#### Centre for Leadership, Negotiation and Public Diplomacy

The aim of this workshop was to raise awareness among government officials about the role of public diplomacy in promoting and defending national interests. In addition, it served as an exposure, preparation, and information sharing to middle-level officials at grades 48 to 52 in handling questions during media press conferences and interview sessions in media simulations.

Ms. Chenderawasih Abdul Malak from the Public Diplomacy and Communication Division, Ministry of Foreign Affairs, was invited to explain Malaysia's public diplomacy, the Ministry's roles in promoting national interests and also the

use of social media and alternative channels to disseminate message and information. IDFR also invited Ms. Syahrina Wan Ab Rahman from the Malaysian National News Agency to share her personal experience as a media practitioner.

A two-day media practical and simulation exercise was conducted by Datin Yusanani Yushak, a well-known professional media consultant in Malaysia. Among the methods used were role-play and hands-on tasks, such as conducting press conferences and interview sessions. This workshop is vital for mid-career and senior officials of any Ministries and government agencies whose nature of work involves the handling of media and public diplomacy.

Throughout the three days, the participants gained a lot of information and obtained the necessary skills required to better communicate and handle the media effectively within the context of public diplomacy and advocacy. Furthermore, the course helped to enhance their awareness of public diplomacy and the importance of public diplomacy in promoting Malaysia's national interests. The workshop ended on a high note with a closing and certificate presentation ceremony on the last day.



## SPKM: Pre-Posting Orientation Course for Home-Based Staff and Spouses (Series 1 and Series 2)

The course is a mandatory course designed for government officers and their spouses to enhance and develop their diplomatic, administrative and social etiquette skills as well as to expand their knowledge in international diplomatic practices applicable in their future postings. This is in line with the directive under a revised *Surat Pekeliling Am* 

Bilangan 2 Tahun 2018 Sistem Pentadbiran Kerajaan Malaysia (SPKM) di Luar Negeri dated 8 November 2018 and the decision from the first meeting of Jawatankuasa Penyelarasan dan Pemantauan Sistem Pentadbiran Kerajaan Malaysia di Luar Negeri on 23 September 2009.

In 2020, the Centre successfully organised two series of the course. Series 1, held from 21 to 30 September, was specially designed for officers at grades 41 and above. Series 2 was held from 5 to 9 October and was attended by officers at grades 38 and below. A total of 59 officers from 14 ministries and government agencies and their spouses attended the course.



The course covered various aspects of management and diplomatic practices including diplomacy, administration, culture, security, integrity, protocol and work ethics. Among the modules for the course were on Malaysia's Foreign Policy, Cross-Cultural Awareness, Grooming and Social Etiquette, Fine Dining, Reception and Official Entertaining, Protocol and Consular Work at Mission, Auditing and Finance Matters, and General Administrative and Asset Management at Mission. The participants also benefitted from briefings on Enhancing Personal Security, Counter Terrorism 101, and Counter Espionage delivered by officials from the Special Branch Division of the Royal Malaysian Police, Research Division of the Prime Minister's Department and Southeast Asia Regional Centre for Counter-Terrorism.



Centre for Languages and Cultural Diplomacy

## Centre for Languages and Cultural Diplomacy

### **English**





#### Say It Right: A Course on Pronunciation

Say It Right: A Course on Pronunciation, the English language speaking course for the year, was conducted by the Centre from 11 to 13 February. The main objective of the course is to enable interlocutors to be intelligible in what they wish to convey in oral communication. Among the outcomes set for this course are to raise the participants' awareness of the English Sound System, enhance and improve their pronunciation and ability to communicate intelligibly, and enable them to express themselves with greater confidence in the English language.

Thus, the modules designed for this three-day course are to enable the participants to be exposed to an overview of the English language pronunciation, to provide them with intensive practice on the use of English language in a variety of contexts, and to enable them to be confident and comfortable users of English. One of the modules focused on the problem areas which Malaysian speakers of English might encounter in pronouncing certain sounds that are not found in their native language. The participants too were given insights into the stress, rhythm and intonation patterns of the English language. An interactive approach was adopted to get the participants to practise the beat and tune of the English language. The participants were also given the opportunity to practise pronunciation of the language through games, role-plays, and simulation exercises, and these interactive sessions have helped to instil confidence in the participants when communicating in English.

The course was attended by 17 participants from various ministries and government agencies, among them, the Ministry of Foreign Affairs, Ministry of International Trade and Industry, Ministry of Education, Royal Malaysian Police and IDFR itself. The feedback on the course was favourable and the participants were of the view that the course has raised their awareness on the beat and tune of the English language. The course has also instilled in them the drive to speak English well and utter words with correct pronunciation, stress, rhythm and intonation.

## Fundamentals of English Language for Administrative Assistants of the Ministry of Foreign Affairs

English language is widely used in the Ministry of Foreign Affairs by all levels of officers and support staff. Administrative assistants are also required to achieve a certain level of proficiency to function effectively in the ministry, agencies under the ministry and also at Mission. To cater for this need, the Centre organised a course specially tailored for the administrative assistants of the Ministry to achieve the said objective.

The course commenced on 21 July and ended on 23 July and was attended by 11 administrative staff from various departments of the Ministry. This three-day course was moderated by three qualified instructors from the Centre. The participants were able to enhance their basic knowledge of listening, speaking, reading and writing skills in the English language for them to embark on other activities which require them to communicate in English.

Various communicative activities such as role-plays, meant to provide practical platforms for the participants to practise the language in authentic settings, were included in the course. On the third day of the course, the participants sat for an English language profiling test which is based on the Common European Framework of References (CEFR) to evaluate their proficiency level. The closing ceremony was officiated by Mr. Ruzaimi Mohamad, Head of the Centre, who also presented certificates of attendance to the participants.





#### Presentation Skills at the Workplace

Presentation Skills at the Workplace is one of the many courses offered by the Centre throughout the year. It aims to equip participants with the skill to be effective public speakers in their respective departments or organisations. Public speaking is a skill and an art that can have an impact on the audience. If done well, it can convince, inspire, or disseminate information that can influence change. This course takes into consideration that for most people, speaking in public is indeed a very challenging yet unavoidable task. This four-day course looks into ways to help participants overcome their fear and be better prepared to do oral presentations as well as to conduct practical and group activities. The course also raises awareness of the role of verbal and non-verbal strategies for effective presentation which helps the participants with the confidence to speak eloquently.



#### **Centre for Languages and Cultural Diplomacy**



Ten participants from the Ministry of Foreign Affairs, Department of Paediatric Dentistry, Hospital Tuanku Jaafar and Royal Malaysian Customs Department joined the programme held from 10 to 13 August. An integrated teaching and learning methodology through lectures, discussions, and practical and group activities were carried out to guide the participants in planning their work-related presentations. At the end of the programme, the participants were able to successfully follow the correct process of preparing and delivering their respective presentations. Their presentations were evaluated and given constructive feedback by the instructors and their peers.





## Practical English Language Usage for Executive Officers and Office Secretaries

The Centre continued its efforts in providing English language proficiency courses to upgrade the level of language proficiency among officers and staff of the Ministry of Foreign Affairs by organising a course for Executive Officers and Office Secretaries. This three-day intensive course aimed to improve the four skills of the English language: listening, speaking, reading and writing of staff at grades 19 to 36. This group is designated to assist the Administrative and Diplomatic Officers in the Ministry.

Held from 8 to 10 September, the course was attended by 18 participants from the Department of Bilateral Affairs, Department of Multilateral Affairs, Department of Management Services, Department of Policy Planning and Coordination, ASEAN-Malaysia National Secretariat, Department of Protocol and Consular, Department of Maritime Affairs, Southeast Asia Regional Centre for Counter-Terrorism and IDFR.

Throughout the course, the participants were exposed to various contents and skills on reading, writing, listening and speaking. Among the activities conducted were interaction between the participants and the instructors in the classroom, listening and speaking sessions with practical video tutorials, practical use of English language in authentic situations such as *English in Daily Workplace Conversation* and individual and group presentation.

On the final day of the course, the participants sat for the CEFR test to gauge their English language proficiency. IDFR believes that through this special course, the participants will be equipped with the required English language skills to perform their duties efficiently at the Ministry and at Mission.

#### **English Writing Workshop**

The English Writing Workshop is one of the Centre's signature courses held to develop competence and skills in writing among government officers. It also enables them to apply the principles of effective writing as well as to enhance their ability in drafting, developing and editing their own writing and the writing of others. The workshop adopts an integrated teaching and learning methodology through lectures, discussions, practical exercises, and group activities.

Nine participants from the Ministry of Foreign Affairs, Ministry of Health, Ministry of Education and Kota Bharu High Court joined the four-day workshop from 21 to 24 September. The participants were able to apply the principles and techniques of effective writing into their own thought and writing processes to come up with their own version of the written form. On the last day of the workshop, the participants presented their writing material, and the other participants and the English instructors gave constructive comments to ensure the best end result.





### **Arabic**



#### Arabic Level 1 Series 1/2020

The Level 1 course was designed for beginners who wish to acquire basic Arabic language skills. The course was conducted with participants from the Ministry of Education, Ministry of Health and Royal Malaysian Police, and was carried out twice a week from 5.30 pm to 7.30 pm for a total of 42 hours.

The objective of this part-time evening course is to equip the participants with the basics of the Arabic language, including conversations and expressions necessary to greet, to introduce oneself and others, and to express one's will and choices.

The participants, who went through the course from 6 February to 10 August, showed a commendable grasp of the language during their oral presentation held at the end of the course involving all the topics studied. The participants who successfully completed the course and passed the examination will be able to proceed to Level II.





#### Arabic Level 1 Series 2 /2020

This course was held twice a week from 1 September to 15 December, and was attended by officers from the Ministry of Health, Malaysian Anti-Corruption Academy and Royal Malaysian Police, and participants from the Asia Pacific University of Technology and Innovation. Due to the COVID-19 pandemic, virtual learning was implemented in the teaching and learning process.

The focus of this 42-hour evening course was to equip the participants with basic expressions for introducing themselves to others, and asking personal information pertaining to their homes, belongings and the people they know. The participants were also taught words and phrases which enabled them to construct basic and simple sentences. This opportunity enabled them to master the skills of listening, speaking and understanding conversations in Arabic from the words that they have learned.

#### German Level 1/2020

The German Level 1 course was scheduled to be conducted from 10 February to 20 April. However, due to the implementation of the Movement Control Order (MCO) on 18 March, the course had to be postponed half way and later conducted virtually until its completion on 17 August.

A total of 19 participants registered for the course. The twice a week evening course took place over 21 sessions of two hours each. At the end of the course, only ten participants passed the final examination and successfully completed the course. The rest decided to re-register in the next course due to commitment issues related to the MCO.

Overall, the participants managed to acquire basic functions of the language skill, and construct short and simple sentences related to daily activities and work. They also managed to comprehend basic conversations using common phrases in German.

#### German



#### German Level 2/2020

This evening course started on 1 September. The objective is to equip the participants with sufficient proficiency in the German language in order to conduct basic conversations while socialising or working in a German-speaking environment.

Again, due to the movement control restriction, the course had to be postponed half way. It finally resumed online and ended on 29 December, instead of 9 November.

Eighteen participants registered for this 42-hour course. However, only 11 participants passed the exam and successfully completed the course. All of them were able to master the basic functions of German language skills, construct short and simple sentences related to daily work and professional routines, and comprehend basic conversations using a variety of common phrases in German. Additionally, they learned the cultural aspects of Germanspeaking countries such as habits, customs and rules.



#### Foreign Language Modules for the Diploma in Diplomacy Programme

Arabic, French, German, Mandarin and Spanish are the foreign languages taught in the *Diploma in Diplomacy* programme. The aim of these modules is to equip the participants with the basic language functions and to provide them with a wider opportunity to learn about the cultural influence of the target language, in preparation to cope with the requirements of working or travelling in Middle East, East Asia, Europe or Latin America. The 100-hour module each was spread from February to October due to the Movement Control Order. Despite the challenges of moving from face-to-face to virtual classroom setting, the modules served as a good foundation for the participants to develop their competency in the respective language and instill in them an interest to further enhance their speaking capability. Upon completion of the modules, the participants showed an exceptional grasp of the language learned.

## Malay



#### Conversational Malay Course

The 42-hour course was scheduled from 8 September to 12 November with 22 participants. Part of the course was conducted online when the Recovery Movement Control Order was put into place.

The participants of this course were foreign diplomats based in Kuala Lumpur, namely, from the Royal Embassy of Cambodia, Embassy of Nepal, Embassy of the Republic of Poland, Embassy of the Russian Federation, Embassy of Italy, Embassy of Ukraine, Embassy of Colombia, Embassy of the Republic of Argentina, Embassy of the Czech Republic and the Delegation of Trade Office of the European Union to Malaysia.



The objectives of the course were to expose the participants to the basics of conversational Malay and to help them gain a better understanding of the aspects of two-way communication.

In their feedback, the participants highlighted the fact that the course was conducted in a fun and interactive manner, and they are now able to grasp the Malay language and also the Malay culture.

#### **Knowledge Management Launch Ceremony**

IDFR was tasked with the Knowledge Management initiative of the Ministry, and the Centre was entrusted to lead the project.

On 14 February 2020, Dato' Saifuddin Abdullah, Minister of Foreign Affairs, launched the Knowledge Management initiative. Also in attendance at the event held at the Ministry were Datuk Wira Marzuki Yahya, Deputy Foreign Minister, senior officials of the Ministry and other ministries, and vice chancellors and representatives from several universities.

In his speech, the Minister reiterated the importance of knowledge and why knowledge has to be managed systematically for future reference. He also touched on the importance of the process of capturing, storing and reproducing tacit knowledge for the benefit of future decision makings by officials of the Ministry on matters pertaining to diplomacy and international relations.

At the event, Dato' Saifuddin Abdullah also witnessed the exchange of Memorandum of Understanding between IDFR and three universities: Universiti Malaya (UM), Universiti Malaysia Sabah (UMS) and Universiti Malaysia Sarawak (UNIMAS). IDFR was represented by Dato' Mohd Zamruni Khalid, and UM, UMS and UNIMAS were represented by Datuk Ir. Dr. Abdul Rahim Hashim, Vice Chancellor; Profesor Datuk ChM. Dr. Taufiq Yap Yun Hin, Vice Chancellor; and Dr. Arnold Puyok, Deputy Dean of the Faculty of Social Sciences and Humanities, respectively.

The exchange of the Memorandum of Understanding marked the beginning of the cooperation between IDFR and the three universities in an effort to share and garner valuable knowledge on diplomacy and international relations.







Centre for Competency Enhancement

## Centre for Competency Enhancement

#### Diploma in Diplomacy 2020

The *Diploma in Diplomacy (DiD)* is a compulsory training programme for all junior Administrative and Diplomatic Officers from the Ministry of Foreign Affairs prior to being posted to Malaysian Missions.





The six-month programme aims at fortifying the participants' skills and knowledge in the field of diplomacy and international relations. Besides that, the programme also creates a learning platform to inculcate the right attitude, mindset as well as values in the participants to better equip themselves on matters pertaining to the roles, responsibilities, and dynamics of Foreign Service in the new era. The modules of the programme were specially tailored to focus more on *Diplomatic Skills, International Relations, Administration and Finance, English Language* and *Foreign Language* and the methodology of the programme was not limited to interactive classroom sessions alone. Several simulation sessions, role play exercises, and familiarisation trips were also incorporated as part of IDFR's initiative to deliver a training programme that is relevant and impactful.

In 2020, a total of 22 junior officers underwent the programme on a full-time basis. The programme was initially scheduled from 10 February to 14 August, but later had to be extended to 30 September due to the COVID-19 pandemic. The Movement Control Order was enforced during the sixth week of the programme, which necessitated IDFR to venture into new realm of virtual learning. Several online video conferencing platforms were explored and some of the modules were revised to suit the many aspects of online learning such as connectivity and the availability of speakers. After 15 weeks of online video lectures and webinars, the physical classroom session resumed on 1 July.

The Mission Attachment Module, which gives practical skills and exposure to the participants on the work and life as a diplomat at Mission had to be cancelled in compliance with the internationally imposed travel bans. Yet, to ensure that the programme remains relevant and impactful, the remaining modules were revised and perfectly fitted to the current magnitude of international affairs, which incorporated many interactive learning sessions besides the traditional classroom setup. IDFR also took extra steps to ensure strict adherence to the Standard Operating Procedure at all times.

Similarly, strong emphasis was given to language mastery, particularly English. The participants were also exposed to lessons in a foreign language of their choice — Arabic, French, Spanish, Mandarin or German. By the end of the programme, the participants have a good grasp of basic foreign language skill as well exposure to the culture of the chosen language. Their language competency was reflected through a cooking demonstration activity which required them to prepare and promote a set of delicacy that is native to their respective foreign language.

The participants were also tasked to organise various events throughout the programme, including a Dinner Talk with the Secretary General of the Ministry of Foreign Affairs, study visits to the Melaka and Johor State Secretariats, corporate social responsibility activities and an engagement session with IDFR staff. At the Dinner Talk, Dato' Sri Muhammad Shahrul Ikram Yaakob, the Secretary General, shared his vision for and expectation of the DiD participants as well as his experience throughout his diplomatic career.

For corporate social responsibility programme, the participants had engagement sessions with Yayasan Chow Kit and Rumah Kasih Harmoni, and a Tree Planting Activity with the Department of Forestry, Melaka. The Study Visit to State Secretariats included visits to the State Secretary offices, historical places, and key industrial areas in Melaka and Johor.

The highlight of the programme was the Graduation Ceremony, held on 1 October. The event was graced by Dato' Kamarudin Jaffar, Deputy Minister of Foreign Affairs, representing Dato' Seri Hishammuddin Tun Hussein, Minister of Foreign Affairs. This ceremony was also attended by Dato' Sri Muhammad Shahrul Ikram Yaakob, former Malaysian ambassadors and high commissioners, undersecretaries of the Ministry, representatives from the Public Service Department, DiD lecturers and speakers, IDFR's Distinguished Fellows, and family members of the graduates.









Three special awards were conferred: Mr. Muhammad Ashraff Nasaruddin was awarded the Minister of Foreign Affairs' Award for Overall Best Student; Mr. Jason Low Tze Hian was accorded the Secretary General of Foreign Affairs' Award for Leadership, and Ms. Nur Atiqa Md Akim was presented with the Director General of IDFR's Award for Academic Achievement.

#### Master of Social Science in Strategy and Diplomacy

The Master of Social Science in Strategy and Diplomacy is a collaborative programme between IDFR and Universiti Kebangsaan Malaysia. This programme aims at providing a comprehensive understanding of the core issues related to the theories and practices of strategy and diplomacy. It prepares and equips students from diverse academic background with the ability to explore the relationship between strategy and diplomacy within the context of the changing global environment. Both compulsory and elective courses are offered in the programme, in addition





The programme requires the students to attend classes encompassing modules on strategic and security issues, diplomacy, interstate relations, foreign policy, international political economics, international law, defence policy, and regional issues. Besides that, the students are also given the opportunity to participate in lectures and discourses with experts and prominent figures organised by IDFR and the university.

The 2019/2020 Master students, comprising six Malaysian students and three international students from Tanzania, Saudi Arabia, and Yemen completed and obtained their *Master of Social Science in Strategy and Diplomacy in September*. The new batch of 2020/2021 Master students,

consisting of 15 Malaysian students and seven international students from Saudi Arabia, Somalia, Uzbekistan, Yemen and Zimbabwe attended the orientation programme held from 12 to 13 October. The students also had the opportunity to have a discussion with Dato' Mohd Zamruni Khalid during the welcoming ceremony at the institute. However, due to the pandemic and other unforeseen circumstances, only nine local students and three international students remained in the programme.



#### Advanced Diploma (Level 3) in Teaching, Training and Assessing Learning (TeTRA)

The programme was originally scheduled to be held from 3 September to 30 November at IDFR. However, due to the Recovery Movement Control Order, the programme was deferred to early 2021. The aim of the programme is to enhance the teaching and training competency of IDFR's trainers, thus creating in-house Subject Matter Experts and a talent pool of facilitators.

Throughout the programme, the officers were taught the five components of TeTRA: identifying the needs of the learners; planning and designing training; delivering training; assessing the effectiveness of the training; and methods of assessment. These components helped to provide a guideline for the officers in assessing their existing training methods and practices besides enabling an improved and impactful training delivery. The participants were also exposed to various ideas, strategies and skills to create a more interactive and effective learning process.

IDFR, as the training arm of the Ministry of Foreign Affairs, takes training seriously which is evident from the organisation of this advanced diploma programme, certified by a UK based organisation. With the additional expertise gained through this programme, IDFR hopes to enhance and improve its training delivery, thus creating more impactful training programmes in the future.

















## Management Services Division

## **Management Services Division**

The Management Services Division provides support and administrative services to IDFR and ensures the practicality and efficiency of all management and operation activities of the Institute.

## Administration, Finance and Human Resource Section Staffing

As of 31 December, only 101 out of 135 posts were filled while the remaining 34 were still vacant. Statistics pertaining to the posts by grade are shown in Table 1 below.

Grade	Posts	Staffing	Percentage Filled
Top Management			
Director General Premier Grade B (Open)	1	1	100
Head of Centre Premier Grade C (Open)	3	1	33
Professional and Management Group			
Grade 54	10	4	40
Grade 48-52	21	13	62
Grade 41-44	33	22	67
Support Group			
Grade 01-29	67	60	90
Total	135	101	75

Table 1: Staffing as of 31 December

#### **Staff Achievement**

In 2020, six staff were awarded the Excellent Service Award 2019 by the Ministry. The virtual certificate presentation was held at the Ministry's Excellent Service Award ceremony on 28 December. The list of the recipients is shown in Table 2 below.

No.	Name	Division	
1.	Ms. Hafizah Abdullah	Centre for Competency Enhancement (She was formerly with the ASEAN-Malaysia National Secretariat)	
2.	Major (Rtd.) Hadzrie Abdul Khan	Centre for Languages and Cultural Diplomacy	
3.	Ms. Harjit Kaur Darbara Singh	Management Services Division	
4.	Ms. Nik Latifah Mohd Zaki	Management Services Division	
5.	Ms. Jamaliah Jaafar	Management Services Division	
6.	Mr. Mohd Issammuddin Sayuti	Management Services Division	

Table 2: Excellent Service Award Recipients

#### **Financial Allocation and Expenses**

IDFR received an operating budget of RM10,087,715.00 in 2020. Its total operating expenditure for the year was RM9,658,535.26 (95.75%), leaving a balance of RM429,179.74 (4.25%).

Year	Operating Budget	Actual Expenses	Expenses
	(RM)	(RM)	in Percentage (%)
2020	10,087,715.00	9,658,535.26	95.75

Table 3: Financial Allocation and Expenses

#### **Library and ICT Section**

The Library was set up to provide information and reference services especially for the Institute's staff and course participants. The services are also extended to the staff of the Ministry, researchers as well as the Foreign Missions in Malaysia.

The Library has a complete collection of materials in IDFR's core business, including international relations, diplomacy and strategic studies. It continues to improve its services by enhancing its collection and providing an efficient and effective reference service. In 2020, the Library continued several initiatives to inculcate reading habits among the staff and the course participants. They include:



#### \* Lets Read Together for 10 Minutes and Let's Share@IDFR

The programme was held on 13 July involving the participation of 50 staff and course participants. Ms. Nurul Adni, an officer with the Centre for Competency Enhancement, spoke on the topic of *How To Make Lemonade*. She shared her experience of learning from her mistakes, and taking advantage of that to become a better emcee.



#### u-Pustaka Briefing

The u-Pustaka briefing is a collaborative programme with the Ministry of Information, Communications and Culture through the Malaysian Communications and Multimedia Commission and with the support of the National Library. The programme was held on 11 February involving the participants of the *Diploma in Diplomacy* programme. The objective is to inculcate interest among the staff and the course participants to use the u-Pustaka services and to gain more information about its facilities and other benefits.



Other programmes organised by the Library were the Monthly Excellent Reader Award, IDFR Library Friendly Card, Mini Exhibition titled 63 Years of Independence, Familiarisation Tour of the Library for the DID participants and a book review session titled Bicara Buku: Membina Keluarga Profazz by Ms. Siti Nadzrah Sheh Omar, the author.

The ICT Unit provides policy development, and planning and project management services, among others, to ensure the deployment and support of secure, reliable and robust business applications, e-services and infrastructure to the end users at IDFR. It is also responsible for strategising and deploying

ICT solutions in line with the Electronic Government initiatives through close collaborations with various stakeholders.

In 2020, the ICT infrastructure and course application system were successfully upgraded to the latest technology under the Eleventh Malaysia Plan budget. Among the upgraded facilities were the Local Area Network, wireless access, computer lab, course application system, servers and data centre to provide efficient teaching and learning facilities for course participants.

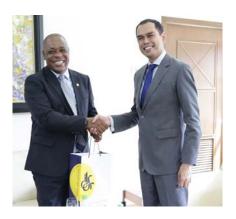


#### **Corporate Affairs Section**

The Corporate Affairs Section is responsible for coordinating programmes and exercises under the Ministry's Strategic Plan for IDFR, facilitating requests for collaborations and cooperation from local higher education institutions and foreign diplomatic institutes, managing courtesy calls and incoming visits, organising internal meetings, extending press releases and invites to the media, and producing the Institute's periodical publications — the *Annual Report*, *Diplomatic Voice* and *Prospectus*.

Throughout the year, the Director General received courtesy calls from members of the diplomatic corps, including His Excellency Muhammetnyyaz Mashalov, Ambassador of Turkmenistan to Malaysia on 23 January; His Excellency Mauricio González López, Ambassador of Colombia to Malaysia on 30 January; His Excellency Imanbayev Bolat, Ambassador of the Republic of Kazakhstan to Malaysia on 31 January; Her Excellency Julia G. Bentley, High Commissioner of Canada to Malaysia on 6 February; His Excellency Dr. Adel Mohamed Ali Ba Hamid, Ambassador of the Republic of Yemen to Malaysia on 15 February; His Excellency Major General (Rtd.) Lineo Bernard Poopa, High Commissioner of the Kingdom of Lesotho to Malaysia; His Excellency Manuel Balaguer Salas, Ambassador of Argentina to Malaysia on 27 February; His Excellency Ary Norton de Murat Quintella, Ambassador of Brazil to Malaysia on 17 August; His Excellency Ardasher Qodiri, Ambassador of the Republic of Tajikistan on 29 August; and His Excellency Md. Shahidul Islam, High Commissioner for the People's Republic of Bangladesh to Malaysia on 23 September. The Director General also received courtesy calls from Major General Dato' Md Yusof Aziz, Commandant of the National Resilience College on 24 February; Academy of Sciences Malaysia on





#### **Management Services Division**





4 March; United Nations Association of Malaysia on 26 June; and Petronas Leadership Centre on 21 September.

On 16 March, Dato' Mohd Zamruni made a courtesy call on Dato' Mohd Zahari Md Azahar, State Secretary of Terengganu. He also made a courtesy call on Professor Dato' Ir. Dr. Mohd Hamdi Abd. Shukor, Vice Chancellor of Universiti Kebangsaan Malaysia on 21 October.

The Director General was also granted an audience by His Royal Highness Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah on 20 July to discuss IDFR's programmes for the year, the *Diploma in Diplomacy* programme and IDFR's proposal to host the Royal Address in July 2021.

Another activity coordinated by the Section was *Program Perancangan Pelan Strategik dan Penyediaan Kertas Kerja Tahunan IDFR 2020* which was held from 16 to 18 January. Participated by 74 staff, the programme was organised to determine the short and long-term direction of the organisation, discuss the programmes related to the Ministry's Strategic Plan, and finalise the planned programmes and activities for the year. It was also aimed at fostering team spirit and strengthening the bond among the staff.

The Section also helped to coordinate a webinar with Rabdan Academy focusing on the experience and best practices of Malaysia and the United Arab Emirates (UAE) in managing and responding to the COVID-19 pandemic. The webinar, titled *COVID-19: Best Government Practices in Malaysia and the UAE*, covered three major themes: policing system, healthcare and international relations. The three-hour session, held on 10 August, was moderated by Dr. Shamma Al Naqbi, Programme Chair for Foundation and General Education of Rabdan Academy.

Colonel Abdulrahman Ali Al Mansouri, Director General of Ministry Affairs at the Ministry of Interior of the UAE and DCP Dato' Ramli Mohamed Yoosuf, Secretary of Royal Malaysian Police, spoke on the policing system in addressing

COVID-19 pandemic. Both shared how law enforcement officers operate and enforce law and order, and disperse crowds and gatherings. They also agreed that government policies related to COVID-19 should be clearly communicated to all law enforcement officers.

With regard to matters related to health care system during the COVID-19 pandemic, Dr. Farida Al Hosaini, the official spokesperson for the health care sector in the UAE, praised the strategic relations between Malaysia and the UAE in producing successful efforts and responses in containing the spread of COVID-19. Speaking for Malaysia's side, Dr. Wan Noraini Wan Mohamed Noor, Head of Surveillance Sector, Disease Control Division of the Ministry of Health Malaysia, outlined six key strategic approaches that Malaysia has adopted in the fight against COVID-19: surveillance and public health intervention; diagnostic and testing; Movement Control Order (MCO); evidence-based approach/WHO guidelines; risk communication; and isolation and treatment. She also pointed out the vital role played by the National Security Council, an agency under the Prime Minister's Department and headed by the Prime Minister, in coordinating Malaysia's response to the pandemic.

In terms of international relations, Mr. Mohamed Al-Qurtasi, Director of Operations Department, Ministry of Foreign Affairs and International Cooperation of the UAE, highlighted that the pandemic presents an era defining challenge to public health and the global economy. It is important for both countries to cooperate in more knowledge sharing and international cooperation, to face global challenges. Datuk Wan Zaidi Wan Abdullah, Chief of Protocol cum Head of COVID-19 Task Force, Ministry of Foreign Affairs, Malaysia said that international collaboration, strong relationships and effective diplomacy are essential to overcome the crisis, and he added that both countries have done remarkable work in dealing with the COVID-19 crisis.

Overall, the webinar attracted 250 participants, including decision-makers and experts representing ministries and government institutions from both countries.











Dato' Kamarudin Jaffar, Deputy Foreign Minister, delivering his Keynote Address for the Malaysia-UAE webinar



Courtesy call on the Director General by H.E. Imanbayev Bolat, Ambassador of the Republic of Kazakhstan to Malaysia



Courtesy call on the Director General by H.E. Mauricio González López, Ambassador of Colombia to Malaysia



Courtesy call by officials from the High Commission for the People's Republic of Bangladesh



Visit from the National Resilience College



Visit from Petronas Leadership Centre



Visit from Academy of Sciences Malaysia



Tan Sri Mohamed Jawhar Hassan, Tan Sri Othman Hashim and Tunku Zain Al-'Abidin at *IDFR Lecture Series 2* 



The High Commissioner of Australia and the Ambassador of Italy at *IDFR Lecture Series 1* 



Lunch Talk by Tan Sri Ahmad Fuzi Abdul Razak



Group photo prior to the Dinner Talk by Dato' Sri Muhammad Shahrul Ikram Yaakob



Tan Sri Mohamed Jawhar Hassan signing the Guest Book before his lecture



Online discussion with Dr. Firas Raad of World Bank Group



The DiD participants with officials from the Johor State Government



The DiD participants' visit to the United Nations Humanitarian Response Depot



The DiD participants practising their Fine Dining skills



The DiD participants' CSR programme at Yayasan Chow Kit





Tree planting activity during the DiD participants' visit to Melaka



An active borrower of books from the Library



An MTCP participant at the Malaysia Export Exhibition Centre



A presentation during the TeTRa programme



Staff at the Retreat



Staff during a team building activity



Datuk Ir. Dr. Abdul Rahim Hashim, Vice Chancellor of Universiti Malaya, at the Knowledge Management launch ceremony



Dr. Arnold Puyok, representing Universiti Malaysia Sarawak, at the launch ceremony



Demonstrating how to cook Arabic food



Profesor Datuk ChM. Dr. Taufiq Yap Yun Hin, Vice Chancellor of Universiti Malaysia Sabah, at the launch ceremony



Participants at IDFR Lecture Series 1



DiD Mandarin students with the Director General



Session on Practices in Protocol with Dato' Aminahtun A. Karim



Officers from the Ministry at the DiD graduation



IDFR's officers in their ceremonial uniform



Certificate presentation ceremony for an English course



Ms. Norli Muadza officiating the MTCP: Economic Diplomacy programme



Dato' Mohd Zamruni attending the TeTRA programme



The DiD participants performing the *joget* 



The DiD participants with Tan Sri Mohamed Jawhar Hassan



A lecture on Malaysia's Foreign Policy



Lecture by an official from the National Security Council



Visit of the MTCP: Economic Diplomacy 2020 participants to the Malaysian Palm Oil Board



Participants of the *Practical English Language Usage* course



MTCP: Economic Diplomacy programme participants at the networking dinner



Representatives from AirAsia at the networking dinner

## 2020 Programmes and Participants

## Appendix

# 2020 Programmes and Participants

### **Centre for Political Studies and Economic Diplomacy**

Courses	Number of Participants	Malaysian Participants	International Participants
Strategic Analysis Course for Malaysian Participants	19	19	-
ASEAN Diplomatic Attachment Training Programme	12	-	12
Economic Diplomacy Workshop for Malaysian Participants	30	30	-
Malaysian Technical Cooperation Programme (MTCP): Economic Diplomacy 2020	21	2	19
D-8 Economic Diplomacy Online Training Workshop	19	-	19
Discourses	Number of Participants	Malaysian Participants	International Participants
Ambassador Lecture Series 1/2020	86	74	12
Economic Diplomacy Series 1/2020	63	43	20
IDFR Lecture Series 1/2020	116	101	15
IDFR Lecture Series 2/2020	108	108	-
Ambassador Lecture Series 2/2020	69	62	7
Economic Diplomacy Series 2/2020	54	47	7

## Centre for Leadership, Negotiation and Public Diplomacy

Courses	Number of Participants	Malaysian Participants	International Participants
Youth Ambassador Programme	240	240	-
Reflecting the Past Programme	150	150	-
Leadership Course for Mid-Level Diplomats 2020	14	14	-
International Negotiation Course for Junior Level Officers	31	31	-
Media Skills Workshop for Mid-Level Officers 2020	19	19	-
SPKM: Pre-Posting Orientation Course for Home-Based Staff and Spouses (Series 1 and Series 2)	59	59	-

## **Centre for Languages and Cultural Diplomacy**

Courses	Number of Participants	Malaysian Participants	International Participants
Say it Right: A Course on Pronunciation	17	17	-
Fundamentals of English Language for Administrative Assistants of the Ministry of Foreign Affairs	11	11	-
Presentation Skills at the Workplace	10	10	-
Practical English Language Usage for Executive Officers and Office Secretaries	18	18	-
English Writing Workshop	9	9	-
Arabic Level 1 Series 1/2020	4	4	-
Arabic Level 1 Series 2/2020	4	4	-
German Level 1/2020	19	19	-
German Level 2/2020	18	18	-
Conversational Malay Course	22	-	22

## **Centre for Competence Enhancement**

Courses	Number of Participants	Malaysian Participants	International Participants
Diploma in Diplomacy 2020	22	22	-
Master of Social Science in Strategy and Diplomacy	12	9	3
Advanced Diploma (Level 3) in Teaching, Training and Assessing Learning	14	14	-

## **Other Programmes**

Name	Number of	Malaysian	International
	Participants	Participants	Participants
Knowledge Management Launch Ceremony	131	131	-





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