

**Official Opening Ceremony 2019 HR Congress – Intercontinental Hotel,  
Balaclava on 16 August 2019**

**Mr Areff Salauroo**

**President of the Association of Human Resource Professionals of Mauritius (MAHRP) and the African Human Resource Confederation (AHRC)**

**Mr Bob Morton**

**Chairman of the Chartered Institute of Personnel and Development – UK  
and Secretary General of the World Federation of People Management Associations**

**Mr Vishwesh Kulkarni – National President of the National Institute of People  
Management – India**

**Mr Zakaria Rbii – Secretary General – AHRC and President of Association Nationale de Gestionnaires  
et Formateurs des Ressources Humaines – Morocco**

**Mr Michael D. Ndaferankhande – Public Relations Officer AHRC and  
President – Institute of People Management – Malawi**

**Mr Raj Seeparsad – Vice President of the Association Human Resource Confederation**

**Dr Jerry Gule – Treasurer – AHRC and CEO Institute of People Management South Africa**

**Members of the Mauritian and African Associations**

**Distinguished Guests**

**Ladies and Gentlemen**

It is indeed a great pleasure for me to be with you at this official opening of the 2019 Human Resource Congress. I gather that each year you choose a topical issue of particular concern to your profession upon which you deliberate so as to come up with ideas to improve. And for this 2019 HR Congress, you have chosen to focus attention on **“The Importance of Ethics for Human Resource Professionals”**.

Let me congratulate you for the choice of topic. When you are ready to talk about Ethics and how high you aim in your profession, it also shows how far you have reached as a professional association. Mauritius and Africa are well embarked in their journey towards promoting best practices in people management. And I can assure you that you will not only always have my full support, but also that of all stakeholders as a happy workforce is an important pillar for attracting investors and for demonstrating ease of doing business and showcasing success built on ethical practices.

Ladies and Gentlemen,

**The Association of Human Resource Professionals of Mauritius** and the **African Human Resource Confederation** have been well advised to consider giving great importance to ethics for HR Professionals. In fact, employment is the most important sector of the economy where ethics should be omni-present. We are here concerned about people management. So we are talking about human beings who naturally expect to be treated with respect and to be treated fairly.

Ethical Human Resource Management is based on “fairness”: fairness in employee policies and practices, which takes into consideration equity, reciprocity and impartiality. It has been proven that treating employees fairly sends a powerful signal that they are valued stakeholders; they are made to feel that they are our most important assets. If this is so, employees will become willing and high performing ambassadors to attract and retain talent in the businesses, they become agents for superior quality, they contribute in building sustainable businesses and most importantly, they determine our comparative and competitive advantages.

Ladies and Gentlemen,

A look at the day’s programme show a number of interesting issues you will speak and debate on during the day.

I am sure you will give due importance to ideas concerning:

- how employees can build trust in management?
- how can we ensure fairness in recruitment, training, promotion, appraisal and remuneration?
- under what conditions do we expect our employees to work?
- how can we promote impartiality and consistency in discipline?
- How best to manage the whole employment cycle?

The answers to these questions will show your preparedness for and ethical approach to Human Resource Management. Indeed, employees – our most valuable resource in Mauritius, should always be considered as part of long-term business strategies. They are capable of assisting us in building sustainable businesses with inimitable competitive advantage. It is nowadays a must for modern businesses to view employees

- who represent capacity that can be built up through training and development - as an investment rather than as a cost.

An ethical approach to human resource management always translates into better financial results, better working environment, better employer brand, and superior customer responsiveness.

Ladies and Gentlemen, I can only encourage the members of the **Association of Human Resource Professionals of Mauritius** and of the **African Human Resource Confederation** to persevere in your efforts to promote strategic human resource management and raise the standards of practices for managing people. As I said earlier, the very fact that you are talking about the importance of ethics for human resource professionals demonstrates your willingness and readiness to face the challenges of your noble profession.

With these words, I wish to declare the 2019 HR Congress officially opened and I wish you fruitful deliberations. And I thank you all for your attention.

**Paramasivum Pillay Vyapoory, G.O.S.K.**  
**Ag. President of the Republic of Mauritius**

