

**REPUBLIC OF RWANDA**



**MINISTRY OF PUBLIC SERVICE AND LABOUR**

**REMARKS BY**

**Hon. Judith UWIZEYE, MINISTER OF PUBLIC SERVICE AND  
LABOUR**

**AT THE OFFICIAL OPENING OF THE HUMAN RESOURCES  
MANAGEMENT TRAINING THEMED: “ADVANCING THE  
STRATEGIC ROLE OF HUMAN RESOURCES IN RWANDA”**

**Lemigo Hotel, July 11<sup>th</sup>, 2017**

- **Director General of CESB;**
- **Chairperson of Rwanda Human Resources Management Organisation;**
- **Representative of the Belgian Technical Cooperation (BTC)**
- **Human Resources Managers from the Public Sector, Private Sector and Civil Society Organisations,**
- **Ladies and Gentlemen,**

**1. Good Morning.**

**2. It is my pleasure to be with you today to officiate the opening of this Training organised under the Theme of: “Advancing the Strategic Role of Human Resources in Rwanda”.**

**3. The Theme of this Training matches very well with the high expectations we have for our HR Functions.**

**4. Successful organizations have in common Human Resources policies and practices that put proper management and use of Human resources at the core of their delivery.**

**5. I want to thank CESB, the Rwanda Human Resources Management Organization and the Belgian Technical Cooperation, for organizing this training which brings together a wealth of diverse experiences and best practices of Human Resource Managers from the Public Sector, the Private Sector and Civil Society Organizations.**

**Ladies and Gentlemen,**

**6. The Government of Rwanda recognizes that Human Resources Development is instrumental for efficient and effective delivery of our development targets as defined in EDPRS and Vision 2020 - Now Vision 2050.**

**7. Our aspirations to build a knowledge based economy are an indicator that we hold in high regard the role of human capital whose development is among your responsibility.**

**8. At the level of each organization, institutional goals cannot be achieved without proper use and management of its human resources.**

**9. It is therefore understandable that the role of human resources is a strategic one.**

- 10. In this regard, the Government of Rwanda has positioned the function of HR at strategic level, introducing the positions of HRM Specialists during the restructuring of Public Service Institutions carried out in 2014.**
- 11. We have pursued and continue to pursue efforts geared towards improving our policies and laws on human resources management.**
- 12. You should be part and parcel of these efforts and contribute actively to effective formulation of Human resources policies and elaboration of human resources laws and their implementation.**
- 13. To emphasize on the role of Human Resources, I want to make the following quotation of Rob Silzer & Ben Dowell.**

**I quote:**

***“Financial resources may be the lifeblood of a Company, but, Human Resources are the brains.”***

**End of Quotation.**

**14. I believe that as Human Resources Managers, you understand the vital role you have in your respective institutions.**

**Ladies and Gentlemen,**

**15. Having human resources managers who understand well their job, roles and responsibilities and how they fit in their workplaces is key to efficient organizational performance.**

**16. I particularly understand the need to take Human resource Managers as strategic partners. Where this is well done, the result is increased staff motivation and increased productivity.**

**17. I have trust in you; trust that you can make the HR Job one of the most critical organizational success factors in Rwanda.**

**18. However, you cannot brand yourselves as strategic partners if you are not equipped with the necessary knowledge, skills, networks, attitudes that enable you to play this strategic role.**

**19. You cannot be seen as strategic partners if you are unable to help your institutions be free from cases of unprofessional misconduct that some employees may exhibit.**

- 20. I want to commend the great work HR Managers do in this regard, contributing to professionalization of our human resources.**
- 21. Human resource managers must be able to create enabling environments for staff development, institutional bonding and morale for high performance.**
- 22. There is therefore need for our Human Resource professionals to be highly skilled and professional in order to facilitate human and Institutional development.**
- 23. I commend that this training has been organized with a view to keep building the capacities of our Human Resources Managers to deliver the strategic function of human resources.**

**Ladies and Gentlemen,**

- 24. Both the Director General of CESB in her introductory remarks and the Chairperson of the Rwanda Human Resources Managers Organizations in her welcome remarks have mentioned why we are here and the expected outcomes of this training.**
- 25. I also want to elaborate my expectations.**

**26. I believe that after this training you will be able to:**

- **Enhance your understanding of the linkage between Human Resource functions and organizational development and performance;**
- **Distinguish between transactional and administrative responsibilities and strategic responsibilities of the Human Resource function;**
- **Customize global trends in Strategic Human Resource Functions;**
- **Become effective and positive change agents and brand yourselves as strategic partners in your respective organizations;**
- **Understand your role in carrying out capacity needs assessments that help address real capacity gaps in your respective organizations; as a need not just an annual formality;**
- **Use technology with a view to offer better services and enhancing human engagement in human resources management.**

**Ladies and Gentlemen,**

- 27. Towards concluding, I would like to urge CESB to pursue its efforts geared towards having training providers in Rwanda offer professional certified courses in Strategic Human Resource Management.**
- 28. Certified courses in Strategic Human Resource Management will compliment ordinary academic degrees but also gradually be a one of the requirements for hiring HR Professionals.**
- 29. Such Professional Courses have added great value to other professions such as Accountants, Lawyers, etc.**
- 30. I also want to take this opportunity to reiterate the full support of the Ministry of Public Service and Labor in your efforts.**
- 31. The work of each and every one of you contributes greatly to the mandate of our Ministry which includes Human Resource Development.**
- 32. As always, the Ministry of Public Service and Labour will spare no efforts supporting the work of Rwanda Human Resource Management Organization and CESB.**

- 33. It is through our joint efforts and shared commitment that we can enhance the strategic role of Human Resources Managers and make them real catalysts of organizational development.**
  - 34. Before I conclude, I want to thank you once again.**
  - 35. Thank you very much for coming.**
  - 36. Thank you very much for your great passion for the Human Resources Management Function.**
  - 37. As Steve Job once said: *“The only way to do great work is to love what you do”.***
  - 38. As Human Resources Professionals, you are responsible to build and establish this spirit.**
  - 39. I wish you more networking and fruitful interactions as we keep advancing together the strategic role of human resources in Rwanda.**
  - 40. With these few remarks, it is now my pleasure to declare this Training open.**
  - 41. Thank You All. God Bless You.**
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