

PEOPLE'S DEMOCRATIC REPUBLIC OF ALGERIA
MINISTRY OF HIGHER EDUCATION AND
SCIENTIFIC RESEARCH

University Mohammed Lamine Debaghine-
Setif2

Human Resources Development unit of
research



organizes the eleventh international
conference on:

Rare competencies in Developing Countries

Assessing the Present and Foreseeing the Future

April 14-15, 2025

Honorary President of the Conference

Professor Guechi Lkhier

Rector of Setif2 University

President of the conference

Professor Bouabdellah Lahcene

Unit of research on Human Resources

Development, Setif2 University

Chairman of the Scientific Committee

Professor NANI Nabila

Chairman of the Organizational Committee

Professor HAMAIDIA Ali

Preamble

Today, there is a widespread conviction that the real bet of any developed and far-sighted society is its human competencies, which are the only guarantor of climbing to the top and staying there, so that human competence at all levels has become more important than material considerations, unlike previous eras. However, today's labor market has become very complex and changing, as the dynamics of jobs and professions have become more dynamic, with the disappearance of each profession eliminating a set of skills that were required and considered competencies, while the emergence of other professions requiring new skills gives preference to those who possess them.

In the midst of this complex and accelerating dynamic, the need for so-called "rare competencies" has emerged, competencies that are highly sought after because they are the key to maintaining a competitive advantage for those who possess them, and very rare because they are found in only a few people and cannot be imitated, and this type of competency is considered a wealth that is forbidden to be exported to smart societies. But this is not the case for developing countries, which have been

hemorrhaging rare talent over long periods of time. These countries leak their competencies for many reasons and through many channels, making them a nursery of competencies for other countries while they themselves continue to suffer from underdevelopment, dependency and circularity.

Objectives of the conference

1. Utilize the approaches of different disciplines to shed light on the reality of rare competencies in developing countries and propose solutions to the issues they face.
2. To draw the attention of researchers and officials in order to pay procedural attention to the issue of rare competencies in developing countries.
3. Approaching the issues of rare talents, both at home and abroad, to propose appropriate solutions for them.
4. Foreseeing the future of rare talents in developing countries and proposing strategic alternatives to potential constraints.
5. Benefit from the experiences of other countries in the field of developing and containing their rare talents and maximizing the returns from them.

The axes of the conference

- 1.The linguistic and terminological foundation of the term rare competencies in the scientific bibliography.
- 2.Ways to discover and contain rare competencies in developing countries.
- 3.Strategies for attracting, maintaining and investing in rare talents in developing countries.
- 4.Global mobility of scarce talent, contexts and outcomes.
- 5.Diagnosing the issues of resident and migrant rare talents.
- 6.Predicting the future of rare talents in developing countries.
- 7.International experiences in promoting rare talents.

Invitees to the Conference

We are pleased to invite to our conference all specialists and interested parties, including professors, researchers, doctoral students, executives, and media professionals who specialize in what the conference focuses on.

Nature of the conference

Participation in the conference can be done in person or remotely via available technologies.

Conference languages

Arabic, English and French.

Conditions for participation in the conference

- The work must be original and not previously shared or published.
- The text of the work must fulfill the rules of linguistic integrity and methodological and scientific sobriety.
- Send a summary of the intervention in both Arabic and English, not exceeding 200 words each.
- The number of pages of the entire work should not exceed 25 pages.
- Write in "Sakkal Majalla" font style and size 14.
- The papers will be published in a special issue of the Journal of Human Resource Development after undergoing review and evaluation again (for the purpose of publication) via the Algerian portal for scientific journals ASJP

<https://www.asjp.cerist.dz/en/PresentationRevue/183>

Conference activities

Scientific Symposium on "Prospects for Rare Competencies in Algeria"

Important dates

- 🕒 Deadline for receipt of full papers:
February 15, 2025
- 🕒 Notification of papers acceptance:
March 15, 2025
- 🕒 The Conference will be held on:
April 14 and 15, 2025.

Submit



<https://form.univ-setif2.dz/index.php/421561?lang=ar>

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