

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

University Mohammed Lamine Debaghine-etif2
Human Resources Development unit of research



organizes the eleventh international conference on

Rare competencies in Developing Countries

Assessing the Present and Foreseeing the Future
17 and 18 November 2025

Honorary President of the Conference

Prof. Guechi Lkhier Rector of Setif2 university

Chairman of the conference

Prof. Bouabdellah Lahcene Setif2 University

Chairman of the Scientific Committee

Prof. NANI Nabila Blida2 University

Chairman of the Organizational Committee

Prof. HAMAIDIA Ali Setif2 University

Preamble

In today's society, there has been a paradigm shift in prevailing concerns. This shift is characterized by the recognition that human competencies, rather than material assets, have become the key factor in achieving and maintaining competitive advantage in a global landscape where labor markets have become highly sophisticated and dynamic environments characterized by continuous change and rapid obsolescence of occupations and professions. Many occupations and professions have disappeared altogether, while others have emerged with new requirements, as a result, new needs for a new type of competencies, which are the "rare competencies", defined as qualitative, specialized, in high demand, rare and non-imitable skills and features.

This type of human capital represents a valuable asset that is not subject to export, particularly for developed societies. However, this is not the case for developing countries, which have experienced and continue to experience protracted periods of underdevelopment, dependency, and vicious cycles, thereby transforming them into a nursery of talent for other countries.

In this context, the objective of our conference is to focus on the rare competencies in developing countries to understand their current state and predict their future trajectory, taking into account their unique national characteristics in the global context.

Conference topics

1. The linguistic and terminological foundations of the concept of rare competence.
2. Strategies to discover, attract, attract, contain, maintain, invest and retain rare competencies in developing countries.
3. The global mobility of rare competencies, contexts and outcomes.
4. Issues of resident and migrant rare talent.
5. Predicting the future of rare talent in developing countries.
6. The experience of countries in developing their rare talents.

Conference objectives

1. Providing recent foundational additions to the term rare competence to enrich our libraries.
2. Different disciplines approaches to shed light on the reality of rare competencies in developing countries and propose solutions to their issues.
3. Drawing the attention of researchers and officials to pay procedural attention to the issue of rare competencies in developing countries.
4. Approaching the issues of rare talents, both at home and abroad, to propose appropriate solutions for them.
5. Foreseeing the future of rare talents in developing countries and proposing possible strategic alternatives for the better.
6. Benefit from the successful experiences of other countries in the field of developing, containing and retaining their rare talents.
7. Highlighting the success factors of rare Algerian competencies in their home country and how to provide these factors.

Invitees to the conference

Since the concept of rare competence is transdisciplinary and not limited to a specific discipline, we welcome all researchers, professors and students from different academic and professional disciplines, without exception (medicine, biology, engineering and its branches, technological sciences, humanities and social sciences and their branches, languages, translation and others). As our conference is part of the Algerian university's efforts to interact with its environment and to put scientific skills at the service of society, we welcome experts in the fields of education and training, crafts, industry, commerce, agriculture and services. Relevant associations and organizations, executives, civil servants, specialized legal experts, entrepreneurs, successful project owners and media professionals.

Conditions for participation in the conference

- Works submitted must be original and not previously shared or published.
- Works must include an original scientific value.
- Works must be verified for linguistic integrity and methodological and scientific soundness.
- Works must be in Arabic, English, or French. In all cases, an abstract of the work must be sent in both Arabic and English, accompanied by the CV.
- The number of pages of the entire work must not exceed 25 pages.
- The writing must be in the font style "Sakkal Majalla" in size 14.

Nature of the Conference

The presence of all distinguished participants is eagerly anticipated, and those unable to attend in person may participate via virtual media. Particular attention is paid to works that make an original or significant contribution to the field.

Conference fees

Participation in our conference is complimentary. Accommodations and meals are provided at no cost throughout the conference, while travel expenses are the responsibility of the participant.

Scientific Publishing

The works of our conference will publish free of charge in a special issue of our journal, the Journal of Human Resources Development, which is classified in the Algerian portal for scientific journals. This classification occurs subsequent to scientific arbitration by the specialized scientific committees. It is worth noting that the most high-quality and distinguished research is dedicated to publication in a journal indexed within the Scopus database.

Conference Activities

- Scientific symposium on "Prospects of rare competencies in Algeria."
- Exhibition of successful samples of emerging Algerian competencies projects from various sectors.

Important deadlines

- 🕒 Deadline for abstracts _____ 01 September 2025
- 🕒 Deadline for full papers _____ 20 October 2025
- 🕒 Deadline for acceptance _____ 31 October 2025
- 🕒 The Conference date_ 17 and 18 November 2025

Contact us

Please Don't hesitate to get in touch with us on the following media



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Submit your abstract

accompanied by the CV

Submit your full paper