



إيسيسكو  
ICESCO

INTERNATIONAL COLLOQUIUM  
**Skills and Jobs of Tomorrow  
IN AFRICA**

**10 - 12  
December  
2024**

**Tangier**







# CONTEXT

Before the advent of the COVID-19 pandemic, forecasts indicated that a substantial 62 % of forthcoming employment opportunities would arise from sectors and roles that were yet to be conceived.<sup>1</sup> However, the pandemic acted as a catalyzing agent, hastening this evolutionary process, and leaving us with the staggering reality that a remarkable 85 % of the future workforce remains undefined and unrealized.<sup>2</sup> This rapid metamorphosis accentuates the critical imperative of equipping the next generation with the essential skills necessary to navigate and excel within the contours of this rapidly evolving job market.

The dynamic interplay of technology, globalization, and socio-economic forces has led to a profound reconfiguration of employment dynamics on a global scale, and Africa stands squarely within the ambit of this transformative tide. As we navigate this complex terrain, it becomes evident that traditional notions of employment are undergoing a fundamental metamorphosis.

As forecasted by many organizations, consultants, experts and surveys, promising fields such as artificial intelligence, renewable energy, data science, and cybersecurity are poised to play pivotal roles in shaping the future workforce. Mastery of these domains, coupled with soft skills such as critical thinking, creativity, and

cross-cultural communication, will be crucial in fostering resilience and competitiveness in the job market of tomorrow.

Moreover, the concept of lifelong learning is assuming increasing prominence, with individuals expected to continually upskill and reskill to remain relevant in an ever-evolving employment landscape. This necessitates a paradigm shift in education and training systems, emphasizing agility, flexibility, and the ability to anticipate and respond to emerging trends.

The relevance and applicability of global trends in skills and jobs to the African context is a multifaceted issue, requiring a nuanced understanding of the continent's unique and diverse socio-economic and cultural landscapes. Africa's workforce is characterized by a significant informal sector, a strong reliance on agriculture, and a rapidly growing youth population. These factors must be considered when assessing the relevance of global employment trends.

In fact, the informal sector plays a crucial role in Africa's economy, employing a substantial portion of the workforce. Traditional global employment trends often overlook this sector, focusing instead on formal employment. However, the informal sector is vibrant and diverse, encompassing everything from street

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1. Franck, T. (2017, November 29). McKinsey: One-third of US workers could be jobless by 2030 due to automation. CNBC. <https://www.cnbc.com/2017/11/29/one-third-of-us-workers-could-be-jobless-by-2030-due-to-automation.html>

2. 85% des emplois de 2030 n'existent pas encore. (2024, January 24). FRANCETRAVAIL.FR. <https://www.pole-emploi.fr>



vendors to small-scale artisans, as well as hybrid activities. Even if the role of services is rising, agriculture remains a cornerstone of many African economies. As global trends highlight the importance of technology and innovation, it is crucial to consider how technological advancements can be integrated into the mainstream domestic sectors.

Incorporating these considerations into the broader discourse on global employment trends ensures that Africa's endogenous needs are addressed, not as an isolated continent but as an interdependent one in need of contextual understanding. This approach not only fosters economic growth but also empowers the continent to play a pivotal role in shaping the future of work on a global scale.

In Africa, harnessing the potential of what new trends name "promising sectors" presents both challenges and opportunities. Presently, youth in Africa represent a significant demographic segment, with approximately 60% of the continent's inhabitants being under the age of 25.<sup>3</sup> Projections suggest that this demographic trend will persist, with the youth population expected to swell from 447 million to 1.3 billion within two generations.<sup>4</sup> Moreover, by the year 2030, it is anticipated that young Africans will comprise 42 percent of the global youth demographic and will constitute 75 percent of individuals

under the age of 35 within the same continent.<sup>5</sup>

This demographic portrait underscores Africa's distinctive status as the youngest continent. In contrast, Asia and Europe are anticipated to witness a decline in their youth populations by 21-28%.<sup>6</sup> Consequently, addressing the future prospects of the succeeding generations emerges as the paramount challenge confronting the continent in the contemporary milieu. This means that the issues to tackle concern shifts in industries, education goals and methods, socio economic inclusion, cultural potentials, as well as appropriation and adaptation to ever-changing technologies.

Despite their demographic advantage, African youth find themselves conspicuously marginalized in discussions concerning the trajectory of the futures, thereby forfeiting the continent's inherent capacity to influence global narratives. Acknowledging this glaring disparity, it becomes imperative to amplify the voices of African youth and ensure their active participation in global dialogues. Only through such concerted efforts can we empower them to assert their agency over their destinies and to **"recolonize their Futures"** thereby unleashing the full potential of Africa as a driving force in shaping the narrative of our collective tomorrow.

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3. Young People's Potential, the Key to Africa's Sustainable Development. (n.d.). WwW.Un.Org. Retrieved March 5, 2024, from <https://www.un.org/ohrrls/news/young-people%E2%80%99s-potential-key-africa%E2%80%99s-sustainable-development>

4. Walsh, D., & Morales, H. R. (2023, October 28). The World Is Becoming More African. The New York Times. <https://www.nytimes.com/interactive/2023/10/28/world/africa/africa-youth-population.html>

5. Africa's Future: Youth and the Data Defining Their Lives. (n.d.). PRB. Retrieved March 5, 2024, from <https://www.prb.org/resources/africas-future-youth-and-the-data-defining-their-lives/>

6. Sang-Chul Park, Naohiro Ogawa, Chul Ju Kim, Pitchaya Sirivunnabood, and Thai-Ha Le, Demographic Transition and Its Impacts in Asia and Europe Adb.Org. Retrieved March 5, 2024, from <https://www.adb.org/sites/default/files/publication/738926/demographic-transition-web-ready.pdf>



## CONCEPTUAL FRAMEWORK

Questioning the theoretical foundations of the transformation of jobs, skills, and the importance of adapting to market developments and new technologies, refers to several key theories and concepts such as the one on the evolution of skills<sup>7</sup>, change management theory<sup>8</sup>, organizational learning theory<sup>9</sup>, or even dynamic capabilities theory<sup>10</sup>. In this sense, we can also question the rise of the concept of competence and the reasons or conditions for its emergence<sup>11</sup>, as well as the shift to capabilities, through the change in organizations which move from a logic of conformity to the management of complexity, as well as the nature of work, which is less and less stable and predictable.

From this preliminary theoretical framework, we can notice the scarcity of intellectual and academic outputs on the issue from a global South / African perspective, even less from a decolonial paradigm. In parallel, there is currently, and more so since Covid 19 pandemic episode, a growing sum of speculative studies about the issue of tomorrow's jobs and skills.

In this academic colloquium, we are keen on scrutinizing, from a critical point of view, the origins, limits and

teleology of knowledge production that could be biased either by business orientations or vested interests when it comes to prescribing human resources' transformations.

The emphasis on specific areas, like IA, the new forms of computation, the cognitive issues, or even the new configurations of work and the social-technical polarization in learning organizations is at the same time a symptom and an episteme. Besides, the relative weakness of analyses on alternative, ecological and collective solutions adapted to African societies and priorities, show to what extent there is a need for critical thinking in these specific areas of studies, to distance ourselves from dominant narratives, hegemonic schemes and predetermined models. This means, partly, considering cultural background and dynamics as well as empirical evidence about informal economies that will also go on shaping the future of job market in Africa, which makes it necessary to emphasize on issues of inclusiveness and commons. This brings to the floor the discussion about ecology, not as a globalized norm, but as a local interest in ways of inhabiting and living together.

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7. Rogalski J., Marquié J.C., « Chapitre 7. Évolution des compétences et des performances », dans : Jean-Michel Hoc éd., *Psychologie ergonomique : tendances actuelles*. Presses Universitaires de France, « Le Travail humain », 2004.

8. Van de Ven A., M. Poole M. (1995), *Explaining Development and Change in Organizations*, *Academy of Management Review*, Vol. 20, No. 3 - Besson P., Rowe F. (2011), *Perspectives sur le phénomène de la transformation organisationnelle*, *Systèmes d'Information et Management*, Vol. 16, No 1.

9. Koenig G., « L'apprentissage organisationnel : repérage des lieux », *Revue française de gestion*, 2006/1 (no 160).

10. Teece D., & Pisano G. (2003). *The dynamic capabilities of firms*. Springer Berlin Heidelberg.

11. Bellier (1999)



Bearing in mind this paradoxical context, the colloquium **“Skills and Jobs of Tomorrow in Africa”** serves as a platform for interdisciplinary dialogue, knowledge exchange, and collaboration. Methodological approaches will stand on action-research, field-oriented works including probing feedback experiences, as well as reflection papers. Studying such a large and prospective topic suggests taking into consideration all the epistemological positioning that match with social, humanities, economic and pedagogical themes, and stakes. Furthermore, the targets we need to reach out are heterogeneous and multiple. Indeed, students, teachers, educational actors, managers, policy makers taken together in a complex matrix, not to mention heavy future

impacts on society and organizations, oblige us to integrate complexity, coherence, criticality and realism in the analysis.

Through the scholarly contributions of esteemed experts, as conveyed through the presentation of their respective papers, and via the call for papers that will help select promising contributions, the colloquium endeavors to discern emerging trends, explore pioneering solutions, and chart a trajectory towards a future wherein African youth are empowered to capitalize on opportunities, catalyze economic growth, and influence the trajectory of the continent’s destiny. It is also willing to consider the most adequate orientations to take whether in governance, corporate world or educational institutions.

# SUB THEMES

The following sub-themes aim to provide a comprehensive exploration of the various dimensions impacting the future of skills and jobs in Africa, with a particular focus on the role of education and culture, youth, gender inclusivity, the informal sector, industrial development and digital transformations, AI included.

## 1. The Future of Work:

**Emerging Sectors, Skill Requirements and Strategic Foresight:**

- **Focus:**

This sub-theme will explore the sectors expected to drive economic growth in Africa over the next decade. It will analyze the specific skills required for these emerging sectors, with a focus on technology, green energy, and digital transformation. It will also explore methodologies and tools for strategic planning to ensure that education and training programs are aligned with future job market demands.



- **Key Topics:**

Identification of high-growth industries, skill gaps analysis, and training programs, foresight methodologies, scenario planning.

## **2. The Future of Universities in Africa:**

- **Focus:**

This Examining the evolving role of universities in Africa in preparing students for the future job market and contributing to socio-economic development but also for developing new southern epistemologies.

- **Key Topics:**

Epistemological efforts for developing anchored and grounded knowledge. Innovative teaching methods and curriculum design for future skills. Integration of technology and digital tools in higher education. University-industry partnerships for enhanced employability. Role of universities in fostering research and innovation. Policy recommendations for modernizing higher education institutions.

## **3. The Digital transformation and artificial Intelligence, impact on the Job Market and the role of humanities:**

- **Focus:**

The transformative impact of digital tools and artificial intelligence on various sectors and the future workforce. This sub theme will not be tackled from a technical point of view but will consider also how this challenge will be harmonized with human-centric values to ensure inclusive growth and ethical practices.

- **Key Topics:**

Impact of digital transformation on the nature of work. Remote work trends and implications for African workers. Emerging job roles and necessary skills for the future. Strategies for adapting to new work environments. Applications of AI in different industries, skills required for AI-related jobs, ethical considerations and challenges in AI deployment. Policy recommendations for supporting the future of work. Ethical considerations in the adoption of AI and automation. Strategies for integrating human values into technological development. Case studies on successful balance of technology and human-centric work environments.



#### **4. Role of Education and Training in Socio-Economic Development:**

- **Focus:**

Understanding how education and vocational training contribute to socio-economic growth and development in African communities. As well as exploring how informal learning environments and traditional knowledge systems can be effectively integrated with modern educational frameworks to enhance skill development.

- **Key Topics:**

Correlation between education levels and economic growth. Impact of vocational training on employment rates. Strategies for aligning educational curricula with market needs. Case studies of educational programs driving socio-economic development. Role of government policies in supporting education and training. Case studies of successful integration of traditional knowledge in modern education. Benefits and challenges of informal learning environments. Role of community elders and traditional leaders in education. Innovative methods for blending traditional practices with contemporary skillsets. Policy recommendations for supporting informal learning initiatives.

#### **5. Synergizing Informal and Formal Sectors: Mutual Learnings and Integration:**

- **Focus:**

Analyzing the dynamics of the informal and formal sectors in Africa to explore how mutual learning and integration can be achieved. This sub-theme will investigate the roles of policy, education, and technology in fostering synergies between the sectors.

- **Key Topics:**

Legal frameworks, financial inclusion, skill development for informal workers, and strategies for effective collaboration and integration between informal and formal sectors.

#### **6. African Women in the Workforce: The Role of Mentorship and Networks in Advancing Women's Careers:**

- **Focus:**

Highlighting the importance of mentorship and professional networks in promoting the careers of African women and addressing gender disparities in the workforce.

- **Key Topics:**

Impact of mentorship programs on women's career advancement. Success stories of African women in various industries. Barriers to women's participation in the workforce and strategies to overcome them. Role of professional networks in empowering women. Policy recommendations for enhancing gender equality in the workplace.



## 7. Cultural Dynamics and Their Role in Learning Environments:

- **Focus:**  
Exploring the influence of cultural dynamics on educational practices and learning environments in Africa.
- **Key Topics:**  
Historical Perspective.
- **Focus:**  
Understanding the historical context of education in Africa and how it has evolved over time, influenced by cultural dynamics.
- **Key Topics:**
  - Traditional African educational systems and their key characteristics.
  - Impact of colonialism on African education and subsequent reforms.
  - Evolution of educational policies and practices in post-independence Africa.
  - Influence of historical events on contemporary educational systems.
  - Lessons from historical educational practices that can inform modern strategies.
  - The Role of African Languages in Education.
- **Focus:**  
Examining the importance of African languages in education and their impact on learning outcomes and cultural identity.
- **Key Topics:**
  - Benefits of mother tongue instruction in early childhood education.
  - Case studies of successful implementation of African languages in school curricula.
  - Challenges and opportunities in promoting multilingual education.
  - Impact of language policies on educational access and quality.
  - Strategies for integrating African languages into higher education and professional training.

## 8. Cultural and creative industries:

- **Focus:**  
Investigating the role of cultural and creative industries as a tool for cultural expression, creativity, job configurations and holistic development.
- **Key Topics:**  
Importance of incorporating art and cultural heritage in the curriculum. Exploring the transformations of job market introduced by cultural and creative industries. Case studies of art education programs and their impact on student development. Role of visual and performing arts in fostering critical thinking and creativity. Integration of traditional and



contemporary African art forms in education. Policy recommendations for promoting art education in schools and communities.

## **9. Bridging the Gap Between Academia and Industry:**

- **Focus:**  
Exploring the disparities and synergies between educational institutions and the business sector to enhance alignment and collaboration.
- **Key Topics:**  
Identifying the gaps between academic curricula and industry needs. Highlighting the role of emerging technologies and new industries in shaping these needs. Understanding the mismatch in skills and competencies demanded by employers versus those provided by educational institutions.

## **10. Cultivating Human Capital for Sustainable Development:**

- **Focus:**  
Developing human capital sustainably to support long-term economic and social development in Africa.
- **Key Topics:**  
Lifelong Learning and Continuous Skill Development. Education and Sustainable Development Goals (SDGs). Developing a Resilient and Adaptable Workforce. Successful Human Capital Development Initiatives.

## **11. Role of Alternative Finance in the Development of Projects in Africa:**

- **Focus:**  
Investigating how alternative finance mechanisms, such as Microfinance, Crowdfunding, Blockchain, Private Equity, and Venture Capital, contribute to the advancement of projects in Africa.
- **Key Topics:**
  - Crowdfunding for Social and Economic Development: Exploring the use of crowdfunding as a means to raise funds for social and economic initiatives, including its effectiveness, models, and challenges in the African context.
  - Blockchain Technology in Financial Inclusion: Examining the role of blockchain technology in promoting financial inclusion by creating secure, transparent, and accessible financial systems for underserved communities in Africa.



- Private Equity and Venture Capital in African Startups: Analyzing the impact of private equity and venture capital on the growth of African startups, including the opportunities and challenges for investors and entrepreneurs.
- Impact of Microfinance on Poverty Alleviation: Assessing the effectiveness of microfinance in reducing poverty and fostering economic development in Africa, including successful models and barriers to scalability.

## **12. Youth Inclusion Grounded in the Diversity of African Contexts:**

- **Focus:**  
Addressing youth inclusion by recognizing and integrating the diverse contexts and backgrounds across Africa.
- **Key Topics:**  
Inclusive youth policies and programs and the role of government, NGOs, and international organizations in promoting youth inclusion. Case studies of successful youth inclusion initiatives. Role of community and cultural contexts in shaping youth opportunities. Challenges and solutions for youth engagement in diverse settings. Policy recommendations for enhancing youth inclusion.



## OBJECTIVES



*To **facilitate** a multidisciplinary dialogue on the emerging trends in skills and jobs.*



*To **identify** the promising sectors of the Future.*



*To **foster** collaboration between academia, industry, international organizations and policymakers in devising strategies for skill development and job creation.*



*To **catalyze** actionable recommendations aimed at enhancing the employability and entrepreneurial capacity of African youth.*



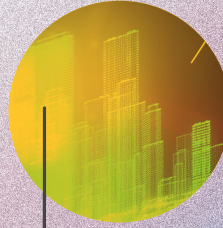
*To **rethink** academic models (programs, formats, teaching ...) to fit with company's needs.*



*To **identify** real company's needs in terms of competencies regarding transformations and new job requirements.*



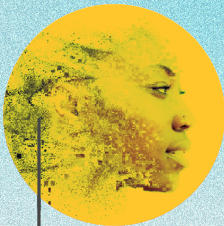
## EXPECTED OUTCOMES



**Identification of priority areas** for intervention in skill development, job creation and innovative keys in nesting academics with organizations.



**Establishment of a network** of stakeholders committed to addressing the challenges facing African youth.



**Empowerment** of African youth to actively participate in shaping their future trajectories.



# DESCRIPTION OF COMMITTEES

## **Scientific Committee:**

The Scientific Committee comprises a panel of esteemed experts drawn from diverse fields relevant to the theme of the colloquium. These experts possess in-depth knowledge and experience in areas such as Foresight, education, technology, economics, entrepreneurship, and sociology. Their primary role is to review and evaluate submitted papers, ensuring academic rigor and relevance to the colloquium's objectives. The Scientific Committee members will contribute scholarly insights and perspectives to enrich the discourse during the colloquium sessions.

## **Organizing Committee (HEM and ICESCO):**

The Organizing Committee, co-led by HEM and ICESCO, oversees the logistical and administrative aspects of the colloquium. Additionally, the Organizing Committee serves as the focal point for paper submissions, abstract reviews, and program development, working in close collaboration with the Scientific Committee to curate an engaging and impactful colloquium experience.



# METHODOLOGY

- **Call for Papers:**  
The colloquium initiates with a formal call for papers, inviting scholars, researchers, practitioners, and experts to submit original research papers addressing pertinent themes and sub themes (as indicated above) related to skills and jobs of tomorrow in Africa.
- **Selection Process:**  
Submitted papers are subjected to a thorough peer-review process to ensure academic rigor and relevance. After acceptance, participants are invited to send a final version.
- **Presentations:**  
Authors of accepted papers are invited to present their research findings during the colloquium. Each presentation is allocated a specified time slot, allowing for comprehensive exploration of the topic and subsequent discussion among participants.
- **Panel Discussions:**  
In addition to paper presentations, the colloquium will feature panel discussions led by subject matter experts, wherein key issues and emerging trends are examined from diverse perspectives. Panelists may include policymakers, industry leaders, and representatives from academia, offering insights into practical implications and policy recommendations.
- **Workshops and Roundtable Sessions:**  
Interactive workshops and roundtable sessions will be organized to facilitate in-depth discussions on specific themes or topics of interest. These sessions provide an opportunity for participants to engage in collaborative problem-solving, share best practices, and explore innovative approaches to addressing challenges in skills development and job creation.
- **Publications:**  
The colloquium will allow for two types of publications. The first one is co-published by ICESCO and HEM with a professional house with the main contributions and recommendations of the colloquium. The second is a scientific one, in a reputable academic journal, thereby contributing to the dissemination of research findings and scholarly discourse in the field.



# CALL FOR PAPERS

The International Colloquium “**Skills and Jobs of Tomorrow in Africa**” invites scholars, researchers, practitioners, and experts to submit original research papers addressing one of the sub themes listed above related to the future of work, education, and socio-economic development in Africa. We also welcome case studies, PhD proposals, and experimental papers.

## Submission Requirements:

- **Length:** Papers projects should not exceed 5 pages, with selected bibliography. Final papers should not exceed 15 pages, including references and appendices.
- **Format:** Manuscripts must be typed in Times New Roman, 12-point font, and double-spaced.
- **Language:** Submissions can be in either English, Arabic or French.
- **Abstract:** Each paper project and final papers must include an abstract of no more than 250 words.
- **Deadline:** The deadline for submission is 5 October 2024.

## Important Dates:

**5**  
October 2024

PAPER PROJECT FOR SELECTION

**31**  
October 2024

NOTIFICATION OF ACCEPTANCE

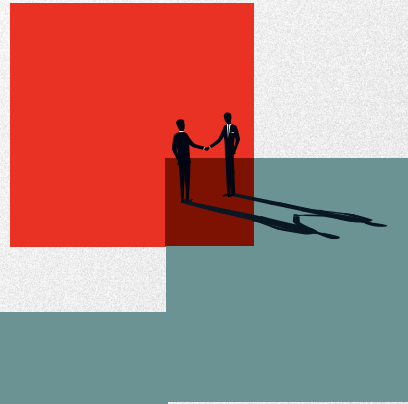
**20**  
November 2024

FINAL PAPER SUBMISSION

**10 – 12**  
December 2024

COLLOQUIUM DATES



**Submission Process:**

Papers should be submitted electronically in PDF format via the colloquium's online submission system:

<https://bit.ly/4fakYqU>

**Evaluation Criteria:**

Submitted papers will undergo a thorough peer-review process conducted by the Scientific Committee. Evaluation will be based on the following criteria:

- Relevance to the colloquium's sub-themes
- Originality and innovation
- Academic rigor and methodology
- Clarity and coherence
- Contribution to the field

**Contact Information:**

For inquiries related to the call for papers, please contact the organizing committee both at:

ICESCO Email: [strategy@icesco.org](mailto:strategy@icesco.org)

HEM Research Center Email: [hemresearchcenter@lcieducation.com](mailto:hemresearchcenter@lcieducation.com)







DRAFT AGENDA  
FOR THE  
INTERNATIONAL  
COLLOQUIUM  
**“SKILLS AND  
JOBS OF  
TOMORROW IN  
AFRICA”**



# DRAFT AGENDA

		Activity
Day 1	Morning	<ul style="list-style-type: none"><li>• Opening Ceremony</li><li>• Keynote Speech</li><li>• Thematic Conference (Theme to be specified)</li></ul>
		Lunch Break
	Afternoon	<ul style="list-style-type: none"><li>• Workshops (3 parallel sessions with 4 selected PhD students and post-doctoral scholars each on proposed sub-themes)</li><li>• Cross-dialogue of academics and professionals (theme to be specified)</li></ul>
Day 2	Morning	Thematic Conference / roundtable (Theme to be specified)
		Lunch Break
	Afternoon	<ul style="list-style-type: none"><li>• Workshops (3 parallel sessions with 4 selected PhD students and post-doctoral scholars each on proposed sub-themes)</li><li>• Cross-dialogue of academics and professionals (theme to be specified)</li></ul>
Day 3	Morning	<ul style="list-style-type: none"><li>• Keynote speech</li><li>• Restitution of the first two days' discussions and findings</li><li>• Closing Ceremony</li></ul>



# MEMBERS OF THE SCIENTIFIC COMMITTEE

**Pr. Dr. Raheel Qamar:**

Head of Science and Technology Sector, ICESCO

**Dr. Omar Halli:**

Advisor to Director General in Charge of FUMI, ICESCO.

**Dr. Kais Hammami:**

Director of the Center of Strategic Foresight and Artificial Intelligence, ICESCO.

**Ms. Faizah Alaoui:**

Expert, Education Sector, ICESCO.

**Ms. Ouïam Chafik:**

Expert in the Center for Foresight and AI, ICESCO.

**Mr. Driss Ksikes:**

Writer, scholar in media and culture, director of HEM Research Center, LCI Morocco.

**Dr. Hibat Allah Ezzahid:**

Teacher-Researcher & Educational Coordinator, LCI Education.

**Dr. Manal El Abboubi:**

Full Professor, University Mohamed V (Morocco), UN PRME Chapter Africa CSC member, Holder of the Social Innovations Chair at HEM Research Center.

**Dr. Yasmina El Kadiri:**

Member of LARGEPA at PARIS Panthéon Assas, PhD in Management Sciences, Paris Panthéon Assas.

**Dr. Hammad Sqalli:**

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**Dr. Taoufik Benkaraache:**

Permanent Associate Researcher at HEM Research Center, Professor at the Faculty of Legal, Economic and Social Sciences of Mohammedia.

**Dr. Oumaima Chamchati:**

Associate Researcher, Economica HEM Research Center. Contractual Teacher, University of Littoral Côte d'Opale.

**Dr. Mohamed Nabil El Mabrouki:**

Full Professor, Université Cadi Ayyad. Consultant.



