 

**International Conference**

**"Skills, Information Professions and Employment"**

**(CICMIE 1st edition)**

**Tunis, 21-22 April 2020**

**Call for Papers**

**Dear colleagues,**

We are pleased to invite you to submit your communication proposal at the 1st edition of the International Symposium "Skills, Information and Employment".

**Organizers**

- Institut Supérieur de Documentation (ISD, Université de la Manouba –Tunisie)-

- Laboratoire des Sciences de l’Information (SILAB, ISD)

**Co-ordination of the Conference**

-Mohamed Salah Kadri, (FMIE-SILAB-ISD-University of Manouba, Tunisia)

-Yousra Seghir, (VEIGECO -SILAB-ISD-University of Manouba, Tunisia)

**1-Presentation and Context**

The digital revolution has profoundly impacted knowledge learning and access mechanisms in an extremely fast manner and had led to permanent upgrades of knowledge and skills. Are these imperatives of change, real or in the making, likely to allow for a regular rethinking of the foundations of several professions to enable other innovative ways of teaching, creating and transmitting content adapted to the building of a collective intelligence.

Openness to the field of knowledge questions how we learn from a multi-level approach in a performance-oriented environment and the quality of employee delivery. From now on, the training institutions are confronted with the challenge of integrating into the training of students, the different dimensions of the competence which are the know-how, always subject to learning, the knowing-being and the cognitive capacities. Moreover, between individual interests and employment needs, the concept of skills has taken center stage in the management of human resources in a learning or work environment.

In this context, it should be emphasized that the content of initial training, acquired at university or in the workplace, must be constantly revised, renewed and rehabilitated, with the aim of bringing closer the professional world to the world of education meeting the constraints of a competitive market and the expectations of a demanding employer and facilitating the integration of young graduates into work. Today, the know-how is no longer sufficient in the professional environment, it must now be endowed with "soft-skills". These "soft skills" are often considered as important specific skills that fall under the heading of know-how and well-being and would apply to all trades and sectors of activity. As for transversal skills, they are at the crossroads of. Their identification becomes one of the main vectors of the development of employability, so-called initiative or interactive, of the valuation of the profession and the extent of "self-employment".

**Competence in Human Resources Management**

As for the rest of the sectors, the training in the various information-documentation professions (Info-doc) should, then, be based on the analysis and the prospective of the general or distinct competences to be implemented in order to adapt to the variation in the demand and supply of employment, considering that their role is not solely to understand (theoretical approach) and to undertake (practical approach), to observe (descriptive approach), but also to create (pragmatic approach). In fact, there is a growing convergence of activities that a documentalist, an archivist or a librarian could once perform.

At the crossroads of various disciplines, the information-documentation professions go through a perpetual moult as they cover a divergence of profiles and a diversity of positions constructing a reality*,* which is often contrasted and not sufficiently valued.It should be noted that the information professionals have many assets, which they often do not put forward. That is why, they must renew themselves in order to adapt to technical, economic and social upheavals and cope with the increasing documentarisation of activities, especially on the web, while reinforcing the strategic importance of scientific, technical and professional information.

Thanks to their polyvalent training, information specialists are multi-active. During the exercise of their professions in public or private institutions, they are expected to innovate in their work, and to rethink the role of information services in a new space of knowledge, be it physical and virtual*,* anew space where schools, universities and museums, all merge together which making it more challenging to trace a precise scope of their tasks. What requires a strong expertise and a capacity of anticipation allow them to widen their intellectual and professional horizons, to ensure the smooth transition of tasks between specialists of different trades and to adopt a dynamic approach to conquer new markets.

Between an epistemological stance and a disciplinary specificity, managing diversity, enhancing each person's potential, opening up perspectives for everyone, constantly ensuring a conflict-free and a stress-free workplaceunderstanding the causes of conflicts and learning ways to remedy them appropriately, remain, today, the main objectives of an employment policy.

**Construction of Business and Skills References**

Skills building can be the result of training, but also of experience. In the same context, other approaches to training must be set up with the aim of giving future players or managers in the knowledge society a wider scope that will allow them to withstand exacerbated international competition. Increasing the effectiveness of an activity, means learning to understand or explain, depending on the posture chosen.

In doing so, the development of employment, skills and training benchmarks is an important parameter for achieving the best in the future. However, the ambiguity and vagueness often associated with the notion of competence shows that this new model of human resources management remains deeply unfinished and certain profiles are still in great demand. Evaluation, accreditation, certification and labeling operations are all practices that can guarantee the quality, performance and efficiency of the courses at a time marked by the reconfiguration of employment much more open and liberalized.

Thus, the training organizations are faced with a major challenge because the new possibilities offered to the information-documentary practices by the Web 2.0 which has spun its RSS feeds, its tags, its collaborative platforms, its blogs, its tweets, in addition to the growth of open source, the proliferation of free information websites and open archive sites, are reflected on several fronts, therefore the entire "job" of training that is impacted in depth.

How to develop through education and training, creativity, lateral thinking, exploration, adaptation, collaboration and willingness to learn?

What is the best approach to match training and quality certification with the different actors in employment?

Is the professionalization of information science training a means of facilitating the transition of young people to the labor market and, consequently, does it increase the external efficiency of education systems?

Should we rethink the content of training courses with an aim to respond~~ing~~ as closely as possible to the specific skills needs of companies, namely, libraries, documentation and archives centers, or on the contrary, shall we offer more general training to career prospects?

Considering all the above, the purpose of the conference is to reflect on the paradigms of a changing specialty in a digital world and the challenges posed by the training offer and the repositioning of the information-documentation professions in the job market. It aims to be a platform of exchanges and crossroads of viewpoints thanks to the contribution of researchers who would rely on empirical works and questions that are yet to be treated*.* It is also important to understand how technological changes on the one hand, and work organization and human resources management, on the other, require the acquisition of new skills from the part of the employees and other assets.

**The Links between Employment Policies and Training Policies**

The contours of an approach to training that meets current expectations, the transition from the logic of diplomas to that of skills, the status of different professions of specialists in the info-doc, under their various names, ranging from "watchman information architect ", from" records manager "to" web project manager "," documentary studies manager "," documentary resources manager "or" content manager ... ", will also be the subject of investigation, exchange and sharing between teachers, researchers and professionals at the symposium.

In addition, a theoretical, methodological and technical interest will be given to specific questions, based on real data on the training-employment relationship in the field of information professions. For this purpose, socio-professional nomenclatures and the situation of qualified professions favor a profound revision of the role of evaluation in the regulation of the initial, dual or modified training offer, and allow us to observe how the articulations between employment policies and training policies, calling for new adaptations, opening up new professional profiles and confronting the actors' discourse with the realities of the labor market and skills for the jobs of tomorrow.

It is about considering professionals and organizations in their global environment in terms of uses and needs.

In this regard, the round tables bringing together stakeholders chosen for their forward-looking vision and their work on each of the issues raised will also be scheduled at the symposium.

**2-Themes Contributions**

2.1-Information Science-Documentation and Digital Mutation: Territories, Opportunities and Tools

2.2-Training, Adaptation Capabilities and Accreditation of Education Programs in the Information Sciences

2.3-Evaluation of the training: Contents, norms, case studies, indicators

2.4-Skills and Employability: Certification, Employability initiative and interactive employability

2.5- Qualification, Professionalisation, Future of the Information Professions and Psycho-Sociology of Work

2.6- Repositories of Information Professions: Design and Comparative Experiences

**3-Scientific Committee:**

- Abdelhedi Mohamed Fethi, (FL-Cairo University, Egypt)

- Abdellilah Abdelkader, (FSHSI, University of Oran2, Algeria)

- Bachr Ahmed, (ESI-Rabat, Morocco)

- Badra Lamia, (LRCS, Clermont-Auvergne University, France)

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- Mahmoud Saloua, (ISD-University of Manouba, Tunisia)

- Mkadmi Abderrazek, (ISD-University of Manouba, Tunisia)

- Oueslati Mohamed Selim, (National Agency for Employment and Independent Work, Tunisia)

- Séghir Yousra, (ISD-University of Manouba, Tunisia)

- Stockinger Peter, (National Institute of Oriental Languages ​​and Civilizations, France)

- Walter Jacques, (UFR Humanities and Social Sciences-Metz, University of Lorraine)

- Zerouali Hayet, (ESI-Rabat, Morocco)

- Zghidi Khansa, (ISD-University of Manouba, Tunisia)

**4-Organizing Committee:**

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- Djebbi Rabii, (ISD-University of Manouba, Tunisia)

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- Madani Emna, (ISD-University of Manouba, Tunisia)

- Mohamed Salah Kadri, (FMIE-SILAB-ISD-University of Manouba, Tunisia)

- Ouerfelli Tarek, (ISD-University of Manouba, Tunisia)

- Oueslati Sami, (ISD-University of Manouba, Tunisia)

- Séghir Yousra, (VEIGECO -SILAB-ISD-University of Manouba, Tunisia)

- Trii Hasna, (The National Archives, Tunisia)

- Zghibi Rchid, (ISD-University of Manouba, Tunisia)

**5-Terms of submission:**

Proposals should be no longer than 400 words (Word file) indicating the title, author(s) name(s), scientific and institutional affiliations of the author(s). The summary must clearly state the problematic, the methodology, and the expected results of the research as well as a bibliography.

We welcome your contribution and original thoughts relevant to the topic. Please send your contribution to the following addresses:

Sciencesconf.org

medsalahkadri@yahoo.fr

**6-Calendar of the Conference:**

- Deadline for submission of proposals (summaries): November 25th, 2019

- Notice to authors: December 02, 2019

- Date of submission of articles: January 30th, 2020

- Notification to authors: February 15th, 2020

- Submission date Final version of articles: 29 February 2020

- Registration of authors: if at least one of the authors of the selected article is not registered ~~before~~ prior to March 7th, 2020, the article will not be published in the proceedings of the conference.

**7-Registration Fees:**

Information on participation fees and organizational fees will be communicated later.