

List of Contributors

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Elie Iboukoun Adjeran is affiliated with the Pan-African School of Applied Management (ESPAM-FORMATION), Cotonou, Bénin Republic, which is a private sector higher education institution. He is specialist in business management and has dedicated himself to coaching students.

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Dickson Adom holds a PhD in African Art and Culture from Kwame Nkrumah University of Science and Technology (KNUST), Ghana, and a Certificate in Entrepreneurship in Emerging Economies from Harvard University. He is a senior lecturer and researcher in the Department of Educational Innovations in Science and Technology at KNUST. His research focuses on employability within cultural and traditional craft enterprises in Ghana. He specialises in developing entrepreneurial pathways in art and culture to support local communities, particularly as ecotourism initiatives and alternative livelihoods in mining-prone areas. He is a former ACCESS postdoctoral fellow.

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Emmanuel Affum-Osei is currently an assistant professor with the Department of Psychology, University of Limerick, Ireland and a lecturer at the Department of Human Resource and Organisational Development, KNUST School of Business in Ghana. He conducts research in relevant career development topics, employee behaviour, and organisational issues. His research interests include job search behaviour, employability, self-regulation, supervisor's abuse and entrepreneurship. His research has been published in internationally recognised journals such as *Journal of Career Development*, *Journal of Business Research*, *Vocational Behaviour*, *Current Psychology*, *Journal of Management Studies*, and *Human Resources Management Journal*. He is a member of the Association for Psychological Science.

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Ahmed AGYAPONG

Ahmed Agyapong is a professor of strategic management at the Kwame Nkrumah University of Science and Technology (KNUST), Ghana. He is the current Dean of KNUST School of Business. He is a co-investigator of Affordable Sustainability for Logistics Network in Ghana (ASONG) and a research coordinator of Digital Logistics in Ghana (DIGILOG) under the German Academic Exchange (DAAD). He has published extensively in reputable journals, including *International Business Review*, *Technology Analysis and Strategic Management*, *African Journal of Management*, *Journal of Cleaner Production*, and *International Journal of Emerging Markets*. Ahmed is an associate editor for the *Journal of Africa Business*.

Emmanuel AGYEMANG

Emmanuel Agyemang holds a PhD in African Studies from Leipzig University, Germany, specialising in social inequality, labour markets, migration, social networks and higher education in Africa. He is a former ACCESS PhD Scholarship recipient. His research focuses on how informal and formal institutions shape employment opportunities, migration trajectories, and social mobility, with a particular emphasis on Ghana and comparative African contexts. He seeks to contribute to interdisciplinary research and teaching in African Studies, migration studies, higher education and development policy.

Yaw Boateng AMPADU

Yaw Boateng Ampadu holds a PhD in Art Education from Kwame Nkrumah University of Science and Technology (KNUST), Ghana, where his research integrated machine learning and social constructivism to assess graduate student success in virtual learning environments. With an MBA in Finance and a BFA in Graphic Design, he bridges creative practice and entrepreneurial strategy. As a part-time lecturer at KNUST and a seasoned educator in Ghana's secondary school system, he champions culturally responsive pedagogies and enterprise development in art education. His work explores how traditional artistic knowledge can be leveraged for sustainable creative enterprises, preparing students to navigate cultural industries with innovation and business acumen.

Augustin AOUDJI

Augustin Aoudji works at the Faculty of Agronomic Sciences of the University of Abomey-Calavi, Bénin Republic. He is an agricultural economist and has dedicated himself to teaching management, with administrative responsibility as vice dean of the faculty.

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Hafed Ateb holds a PhD in Numerical Analysis from Pierre and Marie Curie University, Paris 6 – France. He is a former senior executive at the Tunisian Ministry of Higher Education and Research, the Ministry of Communication Technology, and the Ministry of Employment and Vocational Training. He served as Director General of the National Agency for Employment and Self-Employment (ANETI), 2003-2005. Hafed Ateb has published several expert studies on the Tunisian labour market, including one on higher education graduates.

Mariem BACCAR

Mariem Baccar holds a PhD and is trained in agronomic sciences. She works independently through SciencePro, focusing on agroecology and agroecological transitions in semi-arid contexts. She provides expertise and support for agroecological transition projects across different countries. Her work centres on promoting sustainable farming systems and enhancing the long-term viability of agricultural practices. She has a strong interest in the sustainability and resilience of farming systems.

Boutheina BEN GAMRA-ZINELABIDINE

Boutheina Ben Gamra-Zinelabidine's research initially focused on consumer behaviour, particularly perceived service quality. It progressively expanded toward sustainability, authenticity, and the sociological dimensions of consumption, reflecting a coherent yet original academic trajectory. Building on a behavioural and tourism-oriented perspective, she has developed three main research streams: critiques of consumer society, voluntary simplicity and frugality, and responsible consumption. Her

work explores the shift from hyper-consumption to more minimalistic and ethical practices, integrating environmental and social concerns. It also addresses territorial preservation, corporate social responsibility, and sustainable supply chain management, with an emphasis on evolving consumer values and societal transformations.

George M. BOB-MILLIAR

George M. Bob-Milliar is a professor of African Politics and History at Kwame Nkrumah University of Science and Technology (KNUST), Kumasi, Ghana. He has researched, taught, and mentored students at all levels. Trained as an interdisciplinary scholar, his research lies at the intersection of three disciplines: political science, history and development studies. He has published in the top-ranked journals in his field of specialisation.

Rachid BOUTANNOURA

Rachid Boutannoura is a professor of Management and Organization at Cadi Ayyad University, Marrakesh, Morocco. His research focuses on strategic human resource management, organisational behaviour, and entrepreneurial dynamics. He is actively involved in academic and professional networks, including the Association Francophone de Gestion des Ressources Humaines and the Institut International de l'Audit Social. His work explores the articulation between human capital development and organisational performance, with a particular interest in emerging contexts.

Maroua CHÉRIF

Dr Maroua Chérif is a Tunisian academic, a senior lecturer at ISAM, University of Gafsa, Tunisia, and a researcher affiliated with the LAAM laboratory. An interior architect and holder of a PhD in Art History, Archaeology and Heritage, she is an expert on the architectural and industrial heritage of colonial mining towns in Tunisia. Her work explores the urban and social history of Gafsa, striving to promote its industrial heritage. Dr Chérif collaborated with academic networks in Germany, Leipzig, and several African countries (Kenya, Rwanda, Benin, Ghana, Nigeria) as local coordinator for ACCESS Tunisia.

Houinsou DEDEHOUANOU

Houinsou Dedehouanou is an agricultural economist with a specialisation in regional planning; he has dedicated himself to teaching project management and development planning, with responsibility for the corporate internship program. He retired in 2020 from the Faculty of Agronomic Sciences at the University of Abomey-Calavi (FSA/UAC), Bénin Republic, and currently with NGO APPUI-OEEUF, a non-governmental organisation providing support for career guidance and employability in higher education institutions. He was one of the three winners of the 2020 ACCESS Idea Competition and has participated in conferences and summer schools organised by ACCESS with a focus on employability.

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Omar Derras is a professor of sociology and a researcher at the National Center for Social and Cultural Anthropology (CRASC), Algeria. He is the author of the following books: *Le phénomène associatif en Algérie* (2007), *La mobilité sociale en Algérie* (2017) and *L'insertion socioprofessionnelle des diplômés universitaires* (2018). Prof Derras received his doctorate in 2007 from the University of Oran.

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Utz DORNBERGER

Utz Dornberger teaches Development Economics with special emphasis on small and medium-sized enterprises and the director of the International SEPT Competence Center (SME Promotion and Training) at Leipzig University, Germany. His academic and professional focus lies primarily in innovation management in SMEs, innovation policies, the promotion of entrepreneurship, and the internationalisation of businesses. He is also currently the director of the Self-Management Initiative Leipzig (Entrepreneurship Promotion Program) at Leipzig University. He is also the founder of in4in-Network (intelligence for innovation), promoting the cooperation between universities worldwide in the fields of technology transfer and entrepreneurship promotion.

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Nassim Dridi holds an Aggregation diploma in Geography, and a PhD in Urban Geography, which he defended in December 2021. He is a member of the L.R. 21ES07 research laboratory at the University of Tunis, Tunisia. His research focuses on the production of the city and the urban environment, examining the roles of both institutional and everyday actors through a qualitative approach centred on their strategies, skills, representations, and discourses within the urban fabric. He has published numerous articles in specialised journals and conference proceedings in both Tunisia and France.

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Temitope Oluwatosin FALOYE

Temitope Oluwatosin Faloye holds a PhD in African Studies from Leipzig University, Germany. She specialises in graduate employability, soft skill assessment and development, and focuses on bridging employability gaps through innovative assessment practices. Her research explores the alignment of academic outcomes with labour market expectations, as well as the integration of soft skills in higher education curricula and workplace training. She is a former ACCESS PhD Scholarship recipient. She has presented at international conferences and contributed to discussions on education reform. Dr Faloye advocates for equitable and inclusive hiring practices and engages in global collaborations to advance educational and workforce innovation.

Adel FATHALLAH

Adel Fathallah is a doctoral researcher in Management Sciences at the Higher Institute of Accounting and Business Administration, University of Manouba, Tunisia. He conducts research on unemployment among PhD holders – a field he navigates with rare insider perspective. Simultaneously serving as director and senior manager at the Ministry of Higher Education, he bridges academic inquiry and policy practice and lived professional experience to one of academia's most pressing challenges. He is an active member of the "Rigueur" Laboratory (Research in Innovation, Governance, Universal Entrepreneurship, Understanding Risks).

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Thouraya Garraoui earned her doctorate in geography from Leipzig University, Germany, in 2024 with a dissertation titled "Graduate Unemployment in Tunisia: The Case of Greater Tunis." She is a former ACCESS PhD Scholarship recipient. Her research focuses on graduate unemployment in Tunisia, employability challenges across Africa and the MENA region, and broader structural labour market inequalities, including graduate social mobility and social movements in Tunisia and the Maghreb.

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Jörg Gertel is professor of Arabic Studies and Economic Geography at the Institute for Geography, Leipzig University, Germany. His work and research have taken him to the universities of Freiburg, Damascus, Cairo, Khartoum, Leipzig, Tunis, Seattle, and Auckland. His main research interests are the relations between insecurity and uncertainty in the context of technoliberalism.

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Theodore Habimana is an expert in telecommunications engineering and information and communication technology (ICT). He holds a PhD from Bircham International University and currently serves as a senior lecturer at INES-Ruhengeri, Rwanda, where he specialises in network security, cryptography and the Internet of Things (IoT). Alongside his academic career, he has played a key role within Rwanda's Ministry of Education as a specialist in quality standards for technical and vocational education and training (TVET). A dedicated researcher, he supports technological innovation and digital transformation through higher education and the development of national education policies.

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Kilani Hadda earned her PhD in Economics from the University of Sfax, Tunisia. She is a researcher at the Laboratory of Economics and Development (LED-Sfax), Faculty of Economics and Management, University of Sfax, and is affiliated with the Career and Skills Certification Centre and the Tunisian Association of Economists (ASECTU). Her research focuses on governance, inclusive growth, economic development, education, entrepreneurship, monetary policy, financial inclusion, dynamic panel data and time series. Her work has been published in prestigious journals and contributes to debates on economic development.

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Robertson Klaingar is the local coordinator for ACCESS Benin.

Innocent Amen KOLOGWE

As an expert in public administration and educational project management, Innocent Amen Kologwe currently holds the position of acting coordinator at the Botswana Ministry of Education. With extensive practical experience, notably as a project administrator and head of secondary education,

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Evans KWADWO DONKOR

Evans Kwadwo Donkor holds a PhD in Arts and Culture from the University of Education, Winneba, Ghana. He is a researcher and a professor at Takoradi Technical University, specialising in creative economies, cultural enterprises, and employability in Ghana. His work explores how art and culture businesses function as employability ecosystems, generating transferable skills, adaptive career pathways, and network opportunities for artisans and cultural producers. With a strong focus on informal economies, enterprise-based learning, and capability development, he examines the unique challenges and potentials of sectors such as woodcarving, metal sculptures, bead-making, and pottery. His research supports combining different types of education, acknowledging the value of apprenticeship learning, and making changes to institutions that would better help people build diverse careers and small businesses in Ghana's cultural sector.

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Dr. Miloud Lahmer is research director at the Research Centre in Social and Cultural Anthropology (CRASC) in Oran, Algeria. He holds a PhD and a Habilitation (HDR) in Occupational Psychology. His research specialises in occupational health and safety, particularly within industrial and maritime sectors. He currently leads a research project examining the psychosocial risks of maritime fishers in Algeria. His work also focuses on youth employability and socio-professional integration.

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Emna Saidi is a PhD student at the Institute of Geography, Leipzig University. She holds a Master's degree in Macroeconomics and International Finance from the University of Tunis. Her doctoral research, which is part of the ACCESS PhD programme, explores the social organisation of recruitment practices in Tunisian manufacturing industrial enterprises. Her research interests focus on social

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Born in 1990 in Bejaïa, Algeria, Tarek Saoud holds a PhD in Social and Cultural Anthropology from the University of Tlemcen. Currently a researcher at Centre of Research in Social and Cultural Anthropology (CRASC), Algeria, his work and analyses sit at the intersection of anthropology and sociology. He takes a particular interest in issues relating to the situation and prospects of young people and graduates, such as employment, further education and emigration, which he reflects in his research and publications.

Theophile SHYIRAMUNDA

Theophile Shyiramunda is a postdoctoral research associate and lecturer at the Institute for the Transformation of Society (I-ETOS), Deggendorf Institute of Technology, Germany. He holds a PhD in African Studies from Leipzig University, Germany, specialising in higher education and community engagement. He is a former ACCESS PhD Scholarship recipient. His research spans higher education, community engagement, employability, artificial intelligence, culture, business, and pedagogy with particular emphasis on inclusive and sustainable social transformation. He is a reviewing editor for Springer Nature journals and a reviewer for journals published by Springer Nature, SAGE, and Taylor & Francis.

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Dr Samuel Sindayigaya is an expert in statistics, holding a PhD from Masinde Muliro University, Kenya, with a specialisation in stochastic population processes. He is a senior lecturer at INES-Ruhengeri with international experience, having taught at various universities in Rwanda and Germany, notably at the University of Potsdam. A seasoned academic leader, he served as vice-rector for academic affairs and research at INES-Ruhengeri until 2024. As a strategic consultant to national institutions such as the National Institute of Statistics of Rwanda, his research focuses on statistical modelling, demographic measures and sampling techniques.

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