

FUTURE LEADERS



Future Leaders

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FUTURE LEADERS

Making an Impact and Leaving the World a Little Better

Welcome to the stories and living tales of those who have been part of the Future Leaders partnership throughout the years. For more than a decade, the Future Leaders partnership has brought together Danish and Tunisian scouts with the aim to inspire and change the world and society we live in. The partnership has helped us in showing the world that there is more to scouting than camping and tying knots. We are global citizens and when brought together, we succeed in strengthening local communities, building cross-cultural friendships, and fostering innovation, leadership and dreams.

The stories in this booklet have been gathered in early 2020 using semi-structured intercultural interviews. We met each other in dialogue and found the exchange mutually beneficial. We thank each and every one for opening up and sharing their story. We hope the reader of this booklet will be inspired by the impact the Future Leaders partnership has on individuals and on the surrounding society.

To showcase how small impacts cause a ripple effect, we have incorporated the Sustainable Development Goals (SDGs) to help describe how a true change can come if amplifying projects like Future

Leaders. The SDGs are a global sustainability agenda set by the UN to help us stay on track to ensure our common planet. Incorporated in the SDGs, is the lesson that the goals can only be reached through international partnership. Partnerships like Future Leaders that can inspire people to leave the world a little better than they found it.

Enjoy,
// Future Leaders



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YOUNG IN TUNISIA

Since the Jasmine revolution, the youth of Tunisia have become increasingly aware of their role and responsibility in building a democratic society and using their freedom of speech. One of the recurring events of Future Leaders is the Young Voices Forum, which was created to encourage youth to take action and develop their skills in advocacy, dialogue and conflict management. Competencies that were deemed necessary to citizens of a democracy. At the end of each Young Voices Forum, a closing ceremony is organised with participation of influential people, who discuss societal issues and suggestions for improvement with the young people participating at the event. The par-

ticipants vote and elect a President and a Vice President among themselves, who lead the session and the discussion. In the following section, you will meet Mohamed Dhia Bouchaala and Sarra Mezni, who were elected President and Vice President.

Apart from strengthening national citizenship, a strong priority for the Future Leaders partnership is ensuring cross-cultural exchange between youth, creating friendships and fostering respect and understanding across borders.

Currently, Future Leaders is organised in three components, with the one named 'Democratic Change Agents' (DCA) focus-

ing solely on young people. The youth are the future and the partnership focuses on building their leadership skills, their creativity and their respect, so they can become true future leaders.

In addition to Mohamed Dhia and Sarra, this section gives you the stories of Emna Nakib, Yasmine Driss, and Sahar Zwaghi.

MOHAMED DHIA BOUCHAALA

My Family Says I Have Become a Leader

It is often said that one takes responsibility when getting responsibility.

This seems to be true for Mohamed, who evolved as leader, when he was elected the President of National Young Voices Forum in 2018.

“Taking on the role as President was a huge learning experience for me, everyone should get to try it! It was a great success for me, and I took a lot away from it”, Mohamed tells us initially.

Digging deeper, Mohamed focuses on two aspects of his own development during the Forum:

Failing is Natural and Communication is Key

“I have learned a lot from my mistakes,” Mohamed says.

“I have become better at learning from mistakes and openly fixing the mistakes. One example was a mispronunciation of

an event name causing misunderstandings, which I then had to fix, so everyone was on the same page. The mistake taught me the importance of the receiver being on the same page as myself when communicating, ensuring clear communication.”

Clear communication is key, Mohamed has learned. Both from being the President of the Forum and from having to contact and communicate with people and decision-makers for the advocacy campaign. All these experiences have made Mohamed a better communicator. He is now better at giving clear statements and better at making sure everyone understands what he is saying.

Now, Mohamed feels confident communicating with all kinds of people and comfortable speaking in front of a crowd. In addition, he is much better at English now – better than any of his Tunisian friends.

Seeing the importance of clear communication and experiencing how language can open new doors has sparked a great interest in Mohamed. So great, that he now wants to pursue a different career where he can focus on and learn more about communication and psychology.

Be Curious and Respect Differences

During the Forum and the following advocacy campaign, Mohamed got better at seeing different perspectives and speaking with people with other perceptions than himself. His advice to others is to always be curious, especially when meeting other cultures:

“Different cultures can always give you new inputs on your own life. But remember - you don’t know their culture, so you have to be curious and open to learn more about it. Don’t judge them too quickly.” With curiosity, Mohamed got to understand and learn from the differences and manage

them smoothly. He developed respect and acceptance of other genders, ages, cultures, perspectives, and thoughts.

To him, respect and acceptance are also important in leadership. Being open to all people is where you learn the most. And he has learned a lot about leadership since participating in the National Young Voices Forum.

He is a new Mohamed. Less shy and more courageous - and more of a leader. Previously, he did not stand up and take on the role of a leader, and he didn’t have courage to plan something or make decisions. He does now.

“It has been a lot of personal development – which is also easier to tell about to friends, if you want to talk about scouts. My friends and family have also told me that they see a change in me, that I have changed my attitude and become a leader. They say that now I take more responsibility and more action in all aspects of life.

The project has made me better, and showed me how to be a leader in society.”



The President at Young Voices is elected at the end of the forum before the final closing ceremony, in which the Young Voices President and Vice President gather people and hold speeches for the audience. When elected president, you have made an outstanding performance and development at the forum, and are recognised by the other participants who elect both the President and the Vice President.

EMNA NAKIB

Permission to Speak

Dressed in her scout uniform, **Emna Nakib** greets us in the backyard of Les Scouts Tunisiens' Head Quarters. Ever since she was old enough to join, she has been a scout. It is clear that for her scouting is a lifestyle and not just a hobby. At the age of 16, Emna participated in a National Young Voices Forum, where she not only made life-long friendships, she also found her voice to speak up through skills of advocacy, debate techniques and participating in dialogues.

"Gender equality is not only about having equal rights between males and females, but also acknowledging the advantages of the different genders and acknowledging how we can work in equality no matter the gender"

Emna Nakib

The freedom to speak

In a democracy, there is freedom of speech – but who will listen? Gender equality is not only about having equal rights between males and females, but also acknowledging the advantages of the different genders and acknowledging how we can work in equality no matter the gender. Together with other girls, Emna has created a community where they encourage each other to strive for something bigger and better and they discuss the question: "What can we as girls give to society?". For Emna, speaking your truth is not always straightforward as a young person and as a woman. The girls are therefore doing advocacy campaigns to make people listen, to educate and get acknowledged, because they know they have something important to say.

Emna is always working hard to deliver and seeks many different solutions to get the best outcome, however, it has proved difficult in her scout uniform; Tunisian scouts always need written permission from an older - often male - leader every time they participate in an activity or event, which complicated and held back Emna's work. However, after many triumphs, she has now worked her way through the bureaucracy and no longer requires any permissions, because many responsible people know and recognize her work. This gives her power and freedom to speak openly and independently.

Best female leader

One year after she participated in the Forum, Emna was awarded "Best Female Leader" in her scout group. This was an incredible compliment and accomplishment for her as an individual and for women in general working their way into society in Tunisia. Now, she only wants to do more and to reach further. She is motivated to keep using her powerful voice and set a mark in society as a strong female figure. She will keep fighting. Encouraged by the other participants from the Young Voices Forum she is eagerly advocating her values and beliefs.



YASMINE DRISS

It was Life-Changing

17-year-old **Yasmine** participated in a National Young Voices Forum and the following advocacy campaigns as one of few non-scouts. She says it changed her life.

“The project helps to spread love and peace. It teaches about communication between different cultures and civilizations. I want to thank the project. It lit up my life and now it helps me light up other people’s lives as well”.

Big words offered on the Future Leaders project by 17-year-old Yasmine. We meet her one and a half years after she participated in the National Young Voices Forum and organised an advocacy campaign. And she has nothing but praise for the project: “The experience taught me how to take my fear away, how to accept new challenges and to just go ahead.”

You Don’t Have to Be the Leader to Share Your Opinion

As one in a handful of non-scouts, Yasmine participated through the NGO 12h, where she is a journalist. And though scouting is different from her own volunteering, she especially took learnings on communication and teamwork with her to her own NGO, as well as to her own life.

“Before, I always thought a team must consist of a leader and some team members. I was used to someone always giving tasks to the others, ordering who did what and deciding on behalf of the entire group. I was either the leader or a follower. In the Young Voices there was no leader in our team. We decided together and worked together”.

The experience of being a self-organising team with no leader gave Yasmine a new perspective on teamwork. It showed her the importance of respect, time management and good communication. And it showed her that you do not have to be appointed the leader to share your thoughts and opinions.

“Now, even when I am not the decision-maker, I speak up and try to influence others”, she tells us.

With power and passion behind every word, she describes how using her voice, speaking up and influencing decisions help her take charge of her own life. She is no longer just standing by, passively letting life pass by on other people’s terms. And this

has made a great difference in her life.

“It has helped me to communicate, to influence and to lead. I definitely use this in my everyday life. It is life-changing, my whole life has changed! Both when I participate in civil society activities, at my job as a journalist, and at school, with my friends - all of it.”

Cross-Cultural Understanding

And this is not the only thing Yasmine took with her from the experience. The cultural meeting with both scouting culture and Danish culture extended her horizon tremendously.

At first, she was worried about being a non-scout at a scouting event. That it would be hard to exchange ideas with scouts. She found it to be the exact opposite, having many fruitful interactions with scouts from both Tunisia and Denmark.

She describes how Tunisians and Danes exchanged ideas and thoughts on big topics like MENA and Europe, Islam and Christianity, and developing and developed econ-

“Now, even when I am not the decision-maker, I speak up and try to influence others”

Yasmine Driss

omies. - And how she was proud to be an ambassador for her country and her local area, Sfax, when sharing thoughts and experiences from her own life in Tunisia.

The interactions broadened Yasmine’s perspective on her own life, country and culture. Additionally, they proved to her that even though we are different, we also share a lot. That we can - and should - learn from each other.

Future Leaders taught her to communicate better across cultures, and that you can work well together despite differences - especially if you are working to achieve a shared goal.

For the partnership, this shared goal is clear: Building Future Leaders - future leaders like Yasmine who will use their voice and influence to help making the world a better place.



"We cannot stop using technology, but we can use it more wisely"

Yasmine Driss

Advocacy Is Life-Changing

At the Young Voices Forum, the participants learn about advocacy campaigns. For some, it is a whole new word and a totally new thing.

As we interview Tunisians Yasmine, Mohamed and Sahar, we talk about their experiences on making advocacy campaigns after participating in Young Voices Forum, as it is a whole new thing for all of them. They all agree that advocacy campaigns are a way to help other people and enlighten them about specific topics which have an impact on their everyday life. The campaigns they have carried out themselves after the forum involved several things such as talking to people to give information, doing workshops to enlighten them even more, talking to decision-makers and even being interviewed on the radio to open as many eyes as possible for the subject they were advocating for.

Advocacy campaigns can be about all sorts of topics which can influence and change people's everyday life and behavior. Yasmine and Mohamed did campaigns on using social media, and Sahar advocated for the negative side effects of technology and internet usage. All three chose topics in the realm of media and

technology usage, as these things have become more and more part of everyday life without people knowing how to use it well or know much about possible negative side effects. For all three Tunisians, these are important topics to advocate for, so that the negative effects of technology usage can be brought to as many people's attention as possible. "I believe our project has been life-changing, as we really got people aware of the problems", Yasmine tells us. As a medical student, Sahar is especially concerned about negative side effects of technology such as eye problems, stress and loss of focus - all things doctors are dealing with today.

Though it is a serious topic, the participants at the Young Voices Forum have really learned how to be creative in advocating. They have used their new skills to catch the attention of many different people, especially children and young people. When asked about the most important lesson from this campaign for children and young people, Yasmine answers: "We are in control of the media,

not the other way around. We cannot stop using technology, but we can use it more wisely". Sahar, Yasmine and Mohamed all agree that this is the main outcome of this advocacy campaign. And all three are passionate to continue advocating for what they believe in to make a better world. Going from not knowing how to do an advocacy campaign to eagerly doing more in the future has a tremendous impact on the development of society for the three young Tunisians and for all the people they are going to impact with their future advocacy campaigns.



SARRA MEZNI

Making a Change in Her Home Area

In the backyard of the scout head quarters, we met 18-year-old Sarra Mezni from Manouba, a town just outside Tunis, the capital of Tunisia. We talked to her just one week after her return from the Scout Scoop event in Denmark, her first time travelling internationally with the scouts. In 2018 she participated in the National Young Voices Forum, where she was awarded the title of ‘Vice President’, which has shown the path for Sarra as a strong female eager to do good in the world.

International Going Local

The Young Voices Forum is an international event for both Tunisians and Danes interacting and making changes using dialogue and debate techniques. As a scout, Sarra has not had an opportunity like this before, so she is very grateful for the possibility of an international event to broaden her perspective and she has been able to put her acquired skills to use in her local community of Manouba.

After the forum, she was very keen on using her new status as Vice President as a way to start practicing the skills she has learned. She contacted the mayor and

organized for all scout groups in the area to take action on the advocacy campaign she had started and organized a big event. For the event, they planned many fun activities while spreading the word about the negative uses of technology, which was the focus in Sarra’s advocacy campaign. The leaders also presented in front of the participants about how to gain new and healthier habits with devices. These activities and events, Sarra explained, made it possible for the local area to do more advocating and thereby engage in each other’s lives. Sarra described how “it is easier to communicate with society” by combining work with scouts and non-scouts in her area; she believes the mix gives power and motivation for more advocating and more activities, which provides great satisfaction. The collaborations will continue in the future with ease, as they have formed a solid starting point.

From Problem to Solution

By combining all the different skills of debating, convincing and negotiation in dialogue, Sarra also managed to find a path for when she faces a problem - she finds solutions both at home, in school

and in society. For example, in her school they had a problem with thieves, so Sarra went to the administration and they took action and upscaled the security at the school. Sarra was very proud, as she used her negotiation skills from the Young Voices Forum. With these steps in the right direction, Sarra is eager to do more to make a change in her own community and in the world.



Sarra participated in National Young Voices Forum in 2018 and was elected Vice President at the Forum. Two years later she traveled to Denmark to participate in Scout Scoop.



NON-SCOUTS IN A SCOUT WORLD

It is important for the Future Leaders partnership to invite non-scouts to be a part of the events and training offered. Participation of non-scouts encourages a second look in the mirror, as more and different visions and perceptions are shared, thus opening participants' eyes to other perspectives on the world. By mixing scouts and non-scouts, participants meet people different from themselves, which often teach everyone more about the world we all live together in.

In this section, you will meet Nawras Halloul and Soulayma Dhiab, who both participated in an Awareness Seminar. An Awareness seminar has the purpose of addressing societal challenges, discussing possible solutions, and to gather people, who can collaborate and inspire each other to make local initiatives. The seminar lasts two to three days to ensure the challenges are thoroughly understood, as they cannot otherwise be addressed with any solution. The seminar is part of the component called 'Social Entrepreneurship'.

SOULAYMA DHIAB

Use Your Words Wisely

Soulayma Dhiab is a non-scout who participated in an Awareness Seminar hosted by the Future Leaders partnership

In Sousse, the third largest city in Tunisia, located at the coastline with the Mediterranean Sea at view, we meet Soulayma, a 21-year-old non-scout management student. She participated in an Awareness seminar through the Future Leaders partnership and had the opportunity to go through her volunteer work at the non-governmental organization: Youth for Change Club. Being a non-scout at a scout event meant for her to mingle with new perspectives and it has widened her view upon how she as a volunteer can make a positive impact and change in the society in which she is living. This she found out by meeting scouts as a non-scout, because after all, we are all just humans – scouts and non-scouts.

When asked about which impact the seminar has had in her everyday life, Soulayma immediately said: “To criticize words”. By talking with the other participants from all over Tunisia she has acknowledged that different words and the weight of the words have an effect on the people you are talking to. The use of words and

how the words are acting in different situations. Soulayma knows an Arabic word for people who come from and live in rural places and poor areas. She told us, she personally did not think of this word in any bad way, but at the seminar she received several comments on it relating to racism and ethnicity which made her stop and think about it. She acknowledged it as an offensive word which should be avoided, and she now stopped using it because it can hurt other people’s feelings. This is an example on how our words weight in the minds of others and we are responsible for using words that are comfortable for the people among us and not for our own sake. In this way she was given a new perspective in how to see words having an effect on people. If a single word can hurt another human, we should choose another. There are plenty of different words out there to be used positively. In this way it is not only with our actions we can change the world for the better, also with our wording and the way we speak with others can make a difference.

In addition to this, people in Tunisia, she says, do not read literature and fiction novels and have no interest hereby. This is why there is an absence of books and where to find them. She wants to make the access to books easier and more welcoming, especially for children. She has therefore started the project: Bookies. Bookies serves to collect used reading books and literature for children to read. They collect books from all over Tunisia and place them in schools in especially rural and poor places where the access to books is minimized due to other issues. Hereby Bookies is bringing the books into the life of the Tunisians with joy and pleasure, as it is not books for school-teaching but for reading literature and fictions. Which is what the Tunisians as a society have not before been interested in according to Soulayma.



WORDS CHOSEN BY THE INTERVIEWEES TO DESCRIBE THE FUTURE LEADERS PARTNERSHIP:



NAWRAS HALLOUL

We Are Related, Actually

Nawras Halloul is a non-scout who participated in an Awareness Seminar hosted by the Future Leaders partnership, here she realised how different organizations can learn a lot from each other.

After the Awareness Seminar, I didn't think "I can possibly do this" anymore. Instead I thought: "I am definitely going to do this, because this is amazing"

Nawras Halloul



In the coastal city Sousse in Tunisia, we are met by the biggest smile of Tunisia which belongs to Nawras. Just a few months after her participation in an Awareness Seminar, we meet Nawras for a talk. Nawras is young and has great plans for her future, in which she really wants to be involved in society. She is a management student and a volunteer in the Red Crescent organization, which together with the Red Cross is the biggest humanitarian organization in the world.

At the Awareness Seminar, Nawras eagerly mingled with the other participants and quickly found that she shared common interests with many of them. This shows, that you do not have to be in the same organization to have things in common: "*We are related*", Nawras says with a little laugh. She sees many advantages in meeting other volunteers from different organizations, because "the same problems that scouts are dealing with, we are dealing with, so we can help each other in many situations" - something she

also realized when speaking about problem-solving.

Nawras has found that problems in her own organization are also problems in the scouts and in other organizations as well. She has learned that having the same problems equals most likely also finding the same solutions. When Nawras and other volunteers started talking about how to find solutions to their problems, which were mostly internal problems in organizing the organizations, they found that by collaborating, they were really helping each other. By listening to others and widen your perspective, you gain new knowledge and a new point of view on how to solve problems. At the seminar, Nawras had an experience of chatting with both Tunisians and Danes and got "amazing new ideas with people that I don't know. So I then thought, what if I did the same thing with people I know in my local community?" - and so she did. New ideas for activities in the local community were brought forward and the motivation

grew to carry them out. Now, Nawras and other local volunteers are in the process of finding out which ideas to focus on and how to bring them to life. When you open your eyes for opportunities, you are exposed to new ways of seeing things that you can bring home to your local community. The learning is circular.

Nawras knows that if you as a young person want to make a change, you are in fact able to do so. As a real go-getter, she exclaims: "After the Awareness Seminar, I didn't think 'I can possibly do this' anymore. Instead I thought: 'I am definitely going to do this, because this is amazing'. For Nawras, the meeting with people she didn't know before turned out to be the start of a bigger motivation for collaborating with people who she actually does know. With this in mind, Nawras is even more prepared for a future as a leader - a future leader.

The Judgmental Gap between Perception and Reality

Globally there are more than 40 million scouts, however, the public perception of scouting is very varied, creating many different stereotypes. In conversation with non-scouts **Yasmine** and **Nawras** as well as scout **Mohamed**, we talked about the many types of different prejudices that they had before attending a scout event. Scout Mohamed explained how scouts can deal with these prejudices.



Scouts Are Always Camping

“They are always camping”, Nawras told us, when she had to describe what she thought scouts do. The stereotypical image is of a person with a backpack going into the wilderness and setting up a tent. This is a common prejudice, as part of it holds a truth, scouts do camp a lot, but it is not the only thing they do - as Nawras also found out herself, when she experienced a seminar hosted by the scouts. When she was first asked to join an event about civic society work hosted by the scouts Yasmine initially didn’t want to attend, because “if all scouts do is camping in the wild, what could they possibly teach me about citizenship?” Although skeptical, Yasmine did actually end up joining the event and found out that there is so much more to scouting than just camping.



Scouts Are Only Singing by the Bonfire

“Scouts are always singing,” Yasmine states, stereotyping the image of scouts as a group of people sitting around a bonfire and singing. Singing is a great activity to connect people and have fun, which scouts love to do, however, it is also not the only thing that they do. Scouting is part of something much bigger. Before joining the scout event, Yasmine was worried that it would be difficult to take part because it would be hard to exchange ideas with scouts. She had only thought of scouts stereotypically and not about their views of the world. When attending the event, Yasmine experienced having fruitful interactions with scouts. Yasmine’s experience shows how your perceptions are often proven wrong by reality. In reality, scouts do much more than just sing.

When speaking of prejudices, there is often a big gap between perception and reality. As both Yasmine and Nawras found out, there is a lot more to scouts than the stereotypes suggest.

Scouting Is Only for Children

“Scouting is only for children who play and sing”, Yasmine thought when asked to join a scout event. When participating in a youth event she saw how scouts are of all ages and hereby also a lifestyle for many. You can start scouting at a young age, where you are invited into a group making you a part of a community. Playing and singing is part of this community, but as Yasmine and Nawras realized it does not stop when you grow up. For Mohamed, scouting is a lifestyle. As Mohamed puts it: “Scouts are so much more than playing and singing, they are all about good citizenship”. Maybe people will always have prejudices about scouts – and other groups or people in the society, but with an open dialogue we can move people’s opinion.



SOCIAL INITIATIVES

Throughout the world, scouting focuses on the importance of active citizenship. This includes helping others and giving back to the community we are a part of. One of the ways active citizenship is promoted in Future Leaders, is through the activities in the 'Social Entrepreneurship' (SE) component. SE hosts Project Management Training teaching participants how to come up with, plan and execute a project, including keeping a budget. After the training, participants can seek and get funds from Future Leaders for socially beneficial projects that help build capacity in the local community, so-called Social Initiatives.

Social Initiatives are supported both in Tunisia and in Denmark. The purpose of the initiatives is to positively influence the everyday life of as many people as possible and to increase participation and engagement in society.

Initiatives have run all over Tunisia and especially in the rural areas, it has made noticeable changes. In this section of the booklet, you will meet Habib and Mohamed Seddiki, who are both from the desert areas of Tunisia.

HABIB MKADMI

Join the Environment Club

A social initiative started by **Habib Mkadmi** and **Anis Amaidia** funded by the Future Leaders partnership.

We enter a school ground in the rural area outside the town of Gafsa in Southern Tunisia. This area is desert with barren land and lots of sand. The sand is not as lush as the soil in the northern part of the country, so not much is growing here. Anis Amaidia wanted to change that. After his participation in a Project Management Training, he made a plan and found a location for an ecological garden. At the center of this garden where the paths meet, we sit for a chat with Habib Mkadmi about the garden and how it all started. Like Anis, Habib is a leader in the local scout group, and they are both passionate about the growth of the garden.

In order to get the garden up and running, Anis and Habib first needed the right location for it. They found a school which was rebuilt and modernized after the revolution to meet the needs of the future society. In combination with the modernization, the garden fits right into the grounds and activities of the school. Therefore, the garden is now a collaboration between the scouts and the school.

Anis and Habib started by exchanging all the sand in the garden field for new fresh soil for the plants to grow in, and they also laid out an overview of the different parts of the garden. Then they planted different trees, plants and herbs in the new soil. They have ever since maintained the garden, so the plants do not die.

Growing Educational Opportunities

In partnership with the school, Anis and Habib host an “*Environment Club*” with over 215 members of children aged 13-15 years from the local schools and scouts. The Environment Club meets every Saturday to maintain the garden and keep it neat for all seasons of the year. At the same time, the children are learning about the plants and herbs here, and how they have to be nurtured in order to grow, which will have a positive impact on the environment and climate. The school teachers also use the garden for exams and testing the children on the herbs growing here and what they are good for. The garden is a place for learning, and by teaching the young children about how

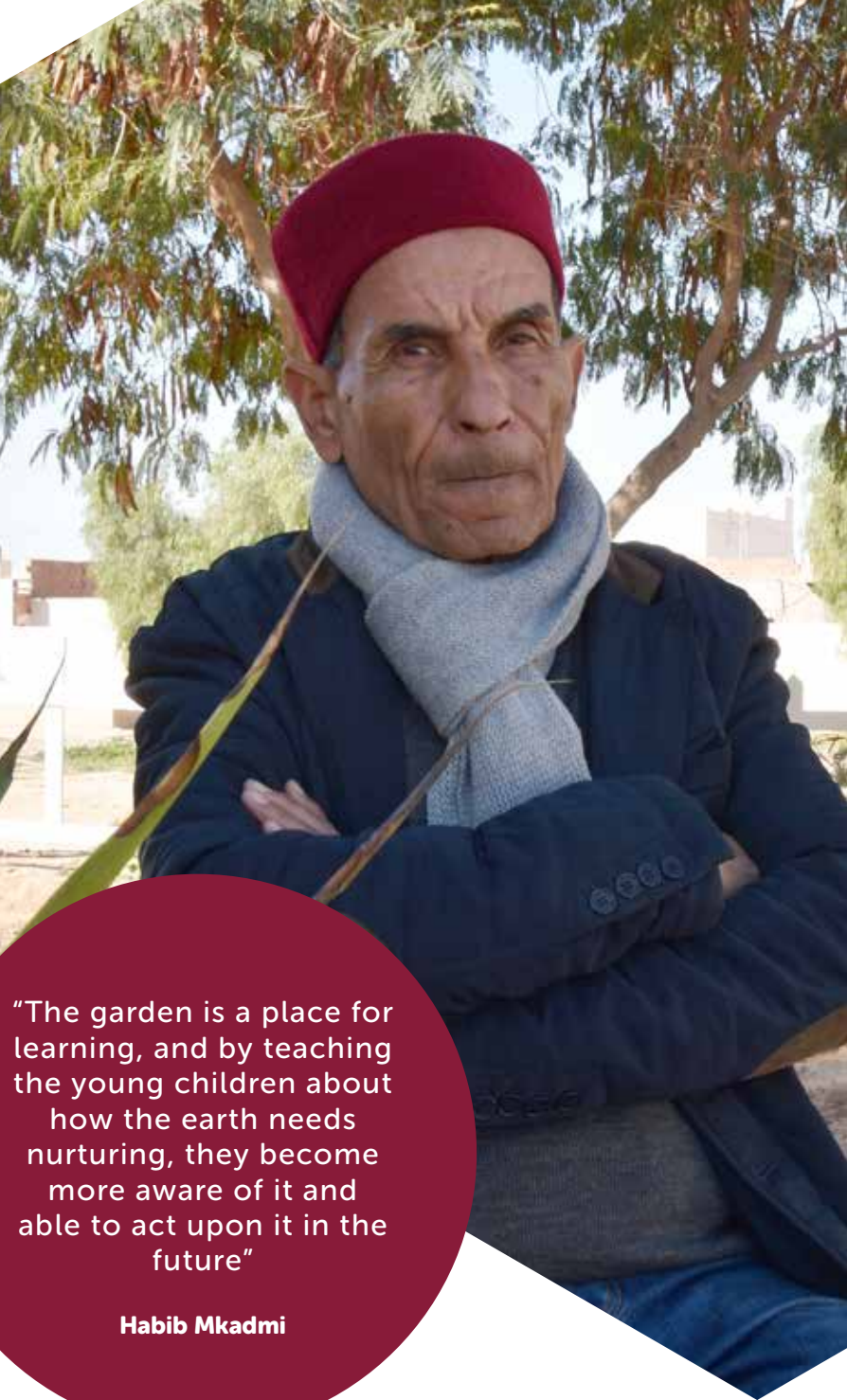
the earth needs nurturing, they become more aware of it and able to act upon it in the future.

Focus on the Climate

The climate and environment are in focus in every aspect of the garden. In this area of Tunisia, phosphor and gasses are extracted from the ground as important resources for the Tunisian economy, because it can be exported to other countries. But it is very bad for the people living in the area because it causes a lot of pollution. The garden helps with the biodiversity of the area and counteracts the huge emission of gasses and problems with pollution.

The Growth of the Greens

When the garden was built, it was a perfect opportunity for the locals to learn about how plants grow and evolve in a healthy environment. By founding the garden, Anis Amaidia started participating in the actions of the municipality, and he also took this project further by advocating for more trees to be planted in the neighbourhood. This inspired families in the area to plant a tree in their front yard. Now, when you drive down the roads of the neighbourhood, you see trees here and there planted by children and their parents to help the biodiversity of this desert area. The desert will become greener and greener.



“The garden is a place for learning, and by teaching the young children about how the earth needs nurturing, they become more aware of it and able to act upon it in the future”

Habib Mkadmi

MOHAMED SEDDIKI

Traditional Handcrafts with a Modern Touch



In 2019, **Mohamed Seddiki** started a Social Initiative focused on creating innovative products using traditional handcraft methods.

In rural Tunisia in the town Al-Rudayyif, women have success with selling creative handcraft of all types. It is a tradition, but the tradition has met declining demands for years. Not for these women, though, as they succeed by adding modern touches and new elements to the traditional handcrafts of Tunisia. Something that is popular among Tunisians and tourists alike, helping the women to earn money to help supply their families in an area where most jobs are in mining.

The success is an outcome of a Social Initiative started by Mohamed Seddiki and funded by the Future Leaders project in 2019. With the funding he set up a fourteen days' training with a specialist, who taught the participants to be more creative with crafts.

They went through ideas and techniques on how to differentiate their work and add a modern touch to traditional handcraft, as well as inspiration to make sustainable products like soap from oil leftovers. During the training, the women tried out ideas and produced things to be sold at the scout group, and when they left the training, they took the ideas and methods with them to produce on their own.

According to Mohamed Seddiki, the initiative has achieved two great things:

Helped Revolutionize Tunisian Handcraft

The initiative gives space and time for the women to try out new ideas for the products. They have started thinking outside the box and are showing lots of creativity and innovation.

Integration into Society for Stay-at-Home Mothers

A lot of the women did not do anything beforehand. They were at home. Now they have learned a skill and can use it to sell things, earn money and supply for their families. Meanwhile, they interact with people around them and have formed a relation with the society, ensuring they create handcrafts based on demand.

The training has been hosted three times, all very successful. The first two were mainly connected to scouting, however recently the training has attracted many with no connection to the town's scout group.

"It is so important for people, especially in rural areas, to have something to do, to have an interest and feel a purpose"

Mohamed Seddiki

Mohamed Seddiki is proud of the result and is sure this initiative, in addition to Future Leader's activities VOD and Young Voices, are the reason the scout group in Al-Rudayyif keeps getting more new scouts. Knowledge and competencies from the activities increase the quality of scouting and create a connection to local society.

Mohamed is truly grateful for this, for as he states, "it is so important for people, especially in rural areas, to have something to do, to have an interest and feel a purpose. Both for the youth, who might otherwise create trouble, and for the women whom I see shine when succeeding in creating something new, like a beautiful hat of palm paper."



SOULAYMA DHIAB & SLIM HDIJI

Bringing Reading to Life in Tunisia

Perspectives from **Soulayma Dhiab** and **Slim Hdihi** on the reading culture in Tunisia

People in Tunisia have little interest in reading literature and fiction novels, explains 21-year old Soulayma, and this accounts for the absence and availability of books. Not finding joy in reading is a big issue in the Tunisian society, and the first step in bringing reading to life is access to books, thereby improving the children's eagerness and skills for reading.

Soulayma wants to make access to books easier and more welcoming, especially for children, which is why she has started the project "Bookies". Bookies is collecting used reading books and literature for children to read. The project collects books from all over Tunisia to be placed in different schools, especially in rural and poor places, where access to books is minimized by several issues. The aim of Bookies is to provide Tunisians easier access to reading for joy and pleasure, not only reading school books and teaching materials. The Bookies libraries are therefore not purely for schools, but also a public resource aimed at inspiring more

people to read. Bookies have already built two libraries in two different cities in Tunisia for now and are expected to expand.

Soulayma's point of view about the reading culture in Tunisia is shared by Slim Hdihi. He is a volunteer in the Future Leaders Partnership as well as working as a teacher at a high school in Tunisia. For him, it is important for young people to be educated and to have the best opportunities to build their own future. In the school system, Slim believes access to libraries is a very important key for students to take charge of their own learning and become knowledgeable. Two of his young scouts have participated in Young Voices Forums and used the skills gained to start libraries at their schools to increase the opportunities of reading for the youth of Tunisia. By building libraries, access to books will be easier and hopefully more people will pick up a book and find joy in reading.

Libraries are truly important in building democracy by providing every individual's right to knowledge and the possibility to access this knowledge and joy of learning regardless of social status and economic standing. Libraries equal free access to wisdom, which is a foundation for a strong democracy and a way to improve and secure the quality education as stated in SDG 4. Libraries are therefore central in bringing reading to life in Tunisia.



LIFE AND CAREER SKILLS

The Future Leaders partnership helps people develop skills and competencies, not only related to scouting but on a personal level. Multiple participants and volunteers tell a story of life skills and using skills developed in the partnership in their careers.

In this section, you will meet Khoubab Mouhli, Nahla Hamdani, Slim Hdihi, Koussay Limem and Amina Saii who are all volunteers in the Future Leaders partnership. They all have in common that the skills and competencies gained from scouting and in the partnership, have provided them new tools and created new opportunities in their working lives and careers.

They have been involved in different parts of the partnership with Nahla and Slim being part of the third and last component 'Civic Society Platforms', which focuses on capacity building of the local scout groups and districts. They have strengthened family scouting in Tunisia and educated new 'Volunteer Organisational Developers'.

KHOUBAIB MOUHLI

Create Your Own Success

27-year-old **Khoubaib** built his own company after attending a course offered by the Future Leaders partnership. He now has 6 employees and just started working internationally.

Having built his own company and having 6 employees, Khoubaib has a level of responsibility reserved for few 27-year-olds. He manages the logistics and the team, and it is his money at stake, why he also decides whether to take on new tasks.

And it is difficult having his own company. Obstacles are continuously coming his way, and especially financially, he must consider the chance of success for every incoming new project, as money are tight. But even with the obstacles, it is a great experience that he would not be without: “It is a good feeling to be able to make your own company. It makes a difference for you that you feel successful. You forget the tiredness, you forget the obstacles that you have to face, because you are successful.”

So which role does the Danish-Tunisian partnership play in this story? Khoubaib: “When I was 22-23 years old, I participated in an Entrepreneurship course offered

by the partnership. Here, I learned new skills, improved other skills and was introduced to tools that could help me start a company. I learned how to plan, how to manage a team and how to share your ideas with others in a constructive way. So, the project was a good opportunity to start a company.”

He slowly started creating his current company and in 2016 he opened for business, meaning that the company has now run for almost 4 years.

Khoubaib continued in the Future Leaders partnership, where he started as a volunteer in the Social Entrepreneurship component and now is the team leader of the Democratic Change Agents team. During this time, he has taken more learnings with him from scouting and the project into his work life. His business area is solar panels, so when he - through scouting - became more knowledgeable about the SDGs, he implemented an SDG focus in his company. Furthermore, his continu-

ous contact with the Danes has improved his English significantly.

His improved English and the SDG focus are parts of the reason that his business has had success going international, currently collaborating with a Dutch company.

Khoubaib’s story shows the great capacity and drive of the Tunisian youth to make a change if they are given the tools and skills needed.

“Do not imagine that the road will be full of roses on your way to success”

Khoubaib Mouhli



But the success has not been easy and still is not, so his advice to everyone who wants to be self-employed is this: “Do not imagine that the road will be full of roses on your way to success. You will be exposed to many obstacles and difficulties, both internal and external, until you can almost imagine that the world is made to stand against you. But in reality, this is the taste of success, and you must suffer in order to reach your goal.”

“Looking forward we must work on developing youths who are not only able to transform their ideas into reality and goals and develop their capabilities, but who are also able to withstand difficulties to achieve sustainability.” (Khoubaib)

Something Khoubaib believes scouting and the partnership can and does.

Tunisia has had an unemployment rate around 15% for the last 6-7 years, according to ILO. For the youth aged 15-24 it has been around 35% (one of three!) searching for a job in the same period. This is bad for the economy, bad for equality and bad for the youth.

People like Khoubaib establishing their own job and employing others is a great step in the right direction.

Capacity building of young people is one of the aims of Future Leaders. To encourage youth to take action and build their own future. Both in Tunisia and in Denmark.

Statistics from: <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS?end=2020&locations=T-N&start=2013> & <https://data.worldbank.org/indicator/SL.UEM.1524.ZS?end=2020&locations=T-N&start=2013>



At the age of 28, **Nahla Hamdani** is the first female Volunteer Organizational Developer (VOD) of the Future Leaders partnership.

NAHLA HAMDANI

Let the Small Woman Talk

For Nahla Hamdani, it has sometimes been and still is a challenge to be a woman among lots of older men. Sometimes, she feels that it is difficult to make them listen to her, and she feels like a fight is going on within her - a fight on behalf of her gender.

Women Empowerment

We meet Nahla in the town of Gafsa in southern Tunisia, where Nahla has been a scout since 2004. Within Future Leaders, she has participated in many activities, e.g. Young Voices Forum, Citizenship Day and now as a VOD. For a long time, Nahla was the only female participant at many activities, including her becoming the first female VOD. Being the only female present in organizational work has been quite a journey for her, and campaigning for the empowerment of young women has become important to her personally. Outside scouting she also volunteers in "We Youth", another youth organization working on helping youth with big socio-economic issues in Tunisia. Here, Nahla is also campaigning for the empowerment of young women, so other females do not have to stand alone as Nahla herself has done in the past.

What Is She Doing Here?

Nahla remembers: "When becoming a VOD, there were two sessions in the training. At the first session nobody noticed me, and I was excluded from the group. They probably thought: 'What is she doing here?'" At the second session, a passion rose inside me and I wanted to be heard. I began facilitating the session in front of everyone and guided the other participants in what they had to do." Nahla reflects: "When I started to talk - they listened, because I had actually set the stage to prove that I was worth it." And therefore, Nahla now keeps talking.

First Mover: Women Leading Women

The role of a VOD is to help scout groups in Tunisia reactivate and recruit new members. Nahla has helped a group in Sfax to reactivate and grow. Back in 2016, the group closed, but since then, Nahla has helped and supported the group to get back on track. She found their strengths and weaknesses, which led to finding and training new leaders and working on new activities in the group. This work obviously required a lot of close collaboration and communication between Nahla and the chief of the scout group. Often the chiefs

are older men, and Nahla finds that it can be difficult to let your voice be heard, when you, like Nahla, are young and small in person. "Old people won't always listen to young people - especially not to women, even when we speak the truth," Nahla says. Being heard requires other skills, and according to Nahla, this is why she talks so much and demands them to listen.

Nahla has been a first mover by letting women into this area of important organizational work in Tunisian scouting. She sets the way for other young women to be passionate and to hold have a passion for great ambitions. As a VOD and trainer at a Trainer of Trainers Event, Nahla is a female role model who creates recognition for the females in Tunisia. As she herself was the first and only female for a long time, it is now important for Nahla to show other females that they are welcome and worthy.



SLIM HDIJI

Life Skills to Improve Society

Group leader **Slim Hdihi** experiences that teaching and exchange of life skills between Danes and Tunisians in the partnership, is improving the organisation and society.

Sitting outside enjoying the sun on our face and arms, long-term volunteer on the partnership, Slim Hdihi tells us how the partnership teaches new skills to both young scouts and the leaders. He experiences how these skills are implemented and used to make a difference.

“I have a personal story about learning skills. I owe a lot to Jesper (a Danish volunteer in the partnership, red.) for his caricatures and the training in drawing. This has really helped me in my job as a high school teacher.”

“It is hard for Tunisian students to learn English easily, but with the use of drawings it becomes something very interesting and motivating. The school thinks that the progress of my pupils’ school results is probably due to this technique.”
“Skills are learned – at a scout level of course, but also at a personal and professional level.”

And exactly this, the teaching of skills that are not scout specific, but are useful in other aspects of life, is where Slim sees the partnership having a significant impact. His own story tells of young Tunisians motivated to learn English and improve their language skills to a level, where they can succeed internationally.

And as a group leader, Slim has many other examples of skills from the partnership being used outside scouting.

“One year, I sent four young people to the Young Voices Forum, and when they returned, they each created a new club at their school.

- Two made libraries at their schools. There were lots of books around, but no libraries. So the scouts made the case and prepared a library with 50,000 books. At a school of 1,800 pupils.

- One established better disposing opportunities with ten proper trash containers in the school yard, resulting in less trash thrown on the ground.

- A third project was creating a collaboration between the different cultural clubs at school, focusing on initiatives to continuously improve the citizenship inside the school – together.

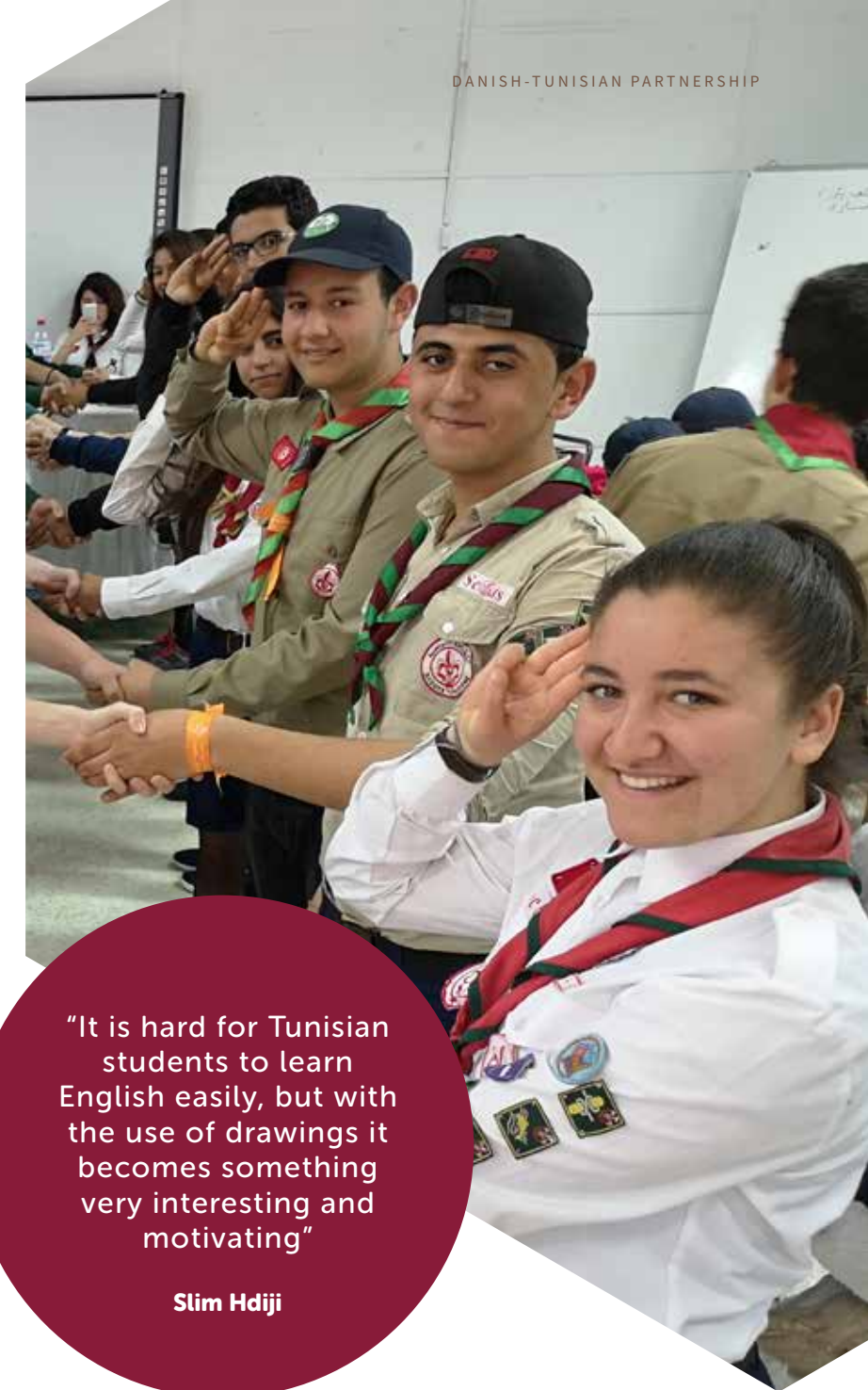
It was incredible.”, he says.

Slim has no doubt that these ideas came to life because the young people had participated in the Young Voices Forum and brought home their learnings. And to him, stories like these tell about the far-reaching effects of learning new skills. As he says: “If I see the number of people who are targeted by these activities. And then these four pupils and the difference they have made at four schools. I think the Tunisian society is getting a lot of good benefits out of that.”

If Slim is to mention one aspect where the Future Leaders partnership is having an impact, it is the life skills:

“I would say it is not only one aspect but...

All the human resource training is important, especially motivation, communication, team building etc., which were the things that were missing in the Tunisian scout training. And personally, the first time I had the opportunity of getting training in this was through the partnership itself. You can call it life skills. And these life skills are what I see as the most important thing taught in the partnership.”



“It is hard for Tunisian students to learn English easily, but with the use of drawings it becomes something very interesting and motivating”

Slim Hdihi



KOUSSAY LIMEM

That's the Dream

Koussay Limem is a young Tunisian living in the capital of Tunisia, Tunis. Here, he studies at the university and is dreaming of starting his own company. This dream has been boiling within him while being a part of the Future Leaders partnership. As we sit down and talk with him, the passion and the ideas for a company shine through:

“Okay, so the dream is to start my own company – video editing company – producing videos with professional communication skills”

He tells us, this is based on the skills he has developed within the Future Leaders partnership.

Koussay is in the Tunisian communication team of the partnership, meaning he is volunteering to develop content for social media and make videos of all the events and activities happening in the partnership. For this, he uses his creativity and social skills - something he has developed mostly within scouting.

The video and communication skills are self-taught and have sparked a passion in Koussay. The work he is doing within the partnership requires an understanding for different people and how to communicate broadly for everyone to be enlightened. These are skills Koussay will use in the branding of the company he hopes to create. He sees opportunities for gaining new skills and using his passion to do more.

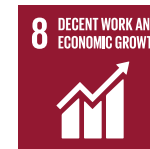
“Making short videos is going to be my professional job”

When asked about the partnership, he says that it is “preparing leaders for the future. It inspires and enables young people to have dreams and set goals for your future.”

This is something Koussay himself has taken to heart. He has set a goal, and is working hard on becoming a leader of the future - an independent entrepreneur.

“The partnership inspires and enables young people to have dreams and set goals for your future”

Koussay Limem



AMINA SAI

A Plus on Your Resume

Democratic Change Agents (DCA) component team

One of the important aspects of the Future Leader partnership is to walk the talk. This includes involving the youth, why the DCA component team consists only of young people, coordinating, planning, and hosting all the youth events. We sat down and talked to Amina, who was 25 years old when she became a part of the component team for DCA in 2018. During our conversation, we learned that it has taught her a lot to be given responsibility from a young age:

“ I am better at communicating and engaging with the young 15–17-year-olds, who I am planning trainings for. These teenagers are not always easy to work with. But I feel like I have learned to listen and understand their problems and come up with good solutions”.

“I’ve gained many logistic and administrative skills as a component team member. When planning and hosting events, you use them a lot. And after events, reporting to sponsors and stakeholders - that has improved my administrative and communicative skills too”.

“Stakeholder management. That is also a thing I think I have become good at. I have communicated and coordinated between parties a lot. Both the Tunisian scout organization, the local scout leaders, the group and district leaders, and the Danish scouts”.

And the skills are not only used in scouting. They are also very useful outside scouting, she tells us. Especially stakeholder management, logistic and administrative skills are something she has used in jobs and other aspects of life.

She sees these skills as great to have - especially for young people searching for a job:

“Scout leadership on the resume is a plus for companies and leaders when they are hiring. Company leaders have started to realise that scouting and guiding is not just games and fun but is also training and competence building. That it is educational.

It is tough to find a job as a young Tunisian even with scouting on your resume. But it is a plus”.

Quality education is not just formal education taught at school; it is also non-formal education as taught in scouting. The Future Leaders partnership seeks to teach skills and competencies useful throughout life, in school, at the job, and in everyday life. This is done by giving young people more responsibility and opportunities, offering them the chance of learning by doing.



“It is tough to find a job as a young Tunisian even with scouting on your resume. But it is a plus”

Amina Saii



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