



STRATEGIA PLANO
2021-2025

tejo

While the Board and Committee are creating this document, some countries are experiencing their first pandemic lockdown, and some are awaiting further lockdowns. Young people are taking to the streets to protest climate change. Clearly it is very important in our time to work together to face common challenges that often don't recognise borders. To succeed in all this, we need a common language to achieve our common goals for peace and sustainability. TEJO has been working since its founding to coagulate diversity and unity in the world, to resolve the language chaos in international relations and to facilitate communication between people from a wide variety of backgrounds. It is a unique global youth organization; but it is not clear to everyone how the organization operates and how it works. Therefore, in this strategy for the coming years, we focus on the goals of communication, transparency and comprehensibility. TEJO is a collaboration between national and professional chapters and many individual members who jointly create something richer and containing more than just international cooperation. Together, we work with a rights-based approach to equality, build peace for a thriving society, and focus our efforts further on human rights and sustainable development. It is important to take care not only of a functioning, sustainable organization, but also to put the values of TEJO in focus. Therefore, the goals for 2025 are faceted according to the core features of TEJO: worldwide outlook, Esperanto orientation, youth orientation and organizational issues.



World

How can TEJO support Esperanto youth voices in every part of the world?



Esperanto

What are we doing to spread Esperanto, equality and language issues?



Youth

How should TEJO work on topics specific to young Esperantists and their rights?



Organization

Transparent, understandable, sustainable functions and coordination issues



Vision

Esperanto is widely and globally known as a suitable solution to the language problem. The worldwide Esperanto youth are able to act and create better societies according to their vast experience. TEJO is a collaboration network for the worldwide Esperanto youth and youth organizations and associations worldwide.

Goals and values

In creating and implementing this Strategic Plan, the organization must remember its original goals and values. The goals of the organization are registered in the [Statute](#), but they are living values that guide our daily work.

According to the Statute, the goals of TEJO are:

1. *to spread the use of the international language Esperanto;*
2. *to contribute to the development of Esperanto culture;*
3. *to work for the solution of the language problem in international relations and to facilitate international communication;*
4. *to facilitate all kinds of spiritual and material relations between people, regardless of differences in nationality, race, sex, gender, gender orientation, religion, politics or language;*
5. *to help young people play an active role in building a sustainable, inclusive, international, understanding and rights respecting society;*
6. *to foster among its members a strong sense of solidarity, developing in them an understanding and esteem for other peoples;*
7. *to improve the knowledge and organizational skills of its activists and to encourage their cultural development; and*
8. *to deliver young forces to the Esperanto movement.*

The activities of TEJO consist mainly of:

- A. *informing in youth circles about the language problem in international relations and about its solution through Esperanto;*
- B. *the practical use of Esperanto in the service of young people and informing about it in youth circles;*
- C. *holding congresses, conferences, seminars and other meetings; and*
- D. *encouraging TEJO members to take an active part in the Esperanto movement*

For the activities of TEJO essential conditions are:

1. *good international relations;*
2. *respect for human rights as defined in the Universal Declaration of Human Rights and other internationally recognized instruments; and*
3. *sustainable development according to the definitions of the United Nations and other internationally recognized instruments.*



World

Main goal: TEJO is a worldwide Esperanto youth organization. In the years 2021-2025 TEJO wants to focus on the worldwide nature of the organization and on the involvement and cooperation of the national chapters of each continent in the activities of TEJO, in commissions, in projects, in congresses.

1. TEJO strives in its activities to represent and unite a vast worldwide youth group. Part of this is the establishment of an equality plan for TEJO's core activities, with a focus on worldwide representation and accessibility in congresses.
 - a. The equality plan defines the establishment of equalization structures that help in resolving conflicts and peacebuilding work in the movement, which also support the empowerment of groups with disadvantages.
 - b. The annual reports contain data on country of origin or residence and gender of the participants in activities, congresses and committee meetings, to enable an understanding of the representation.
 - c. Congresses always offer online participation; explore and implement more online services to the members.
 - d. Realize intercontinental projects, in addition to physical meetings, exploring the online possibilities of collaborating and thus strengthening the local movements.
 - e. One event organized by TEJO each year linked to a different continent outside of Europe during 2021-2025. We co-organize local and international congresses around the world and use our commissions and our professional activities to achieve such goals. TEJO recruits participants and supports the organization efforts in meetings worldwide. Specialist advice or financial support is sent through the Trampolino fund.
 - f. Making Esperanto events and events of national and professional chapters visible on the website and a link to Eventa Servo.
 - g. TEJO's external communications take care to equally represent all parts of the world, genders, ages, etc.
 - h. Apply for grants to hold intercontinental projects and advocate at the EU to support youth intercontinental cooperation.

2. Communication with and assistance to national and professional chapters is regular and sustainable.
 - a. Part of this is to prioritize action in commissions according to the needs of the national and professional chapters. The committee for national and professional activities meets regularly and reports to the board.
 - b. Another part is the active participation of the chapters in the committee. In 2020 there are 26 National Chapters and two Professional Chapters represented on the committee; in 2025 there are at least 5 more; the first 3

by 2023, and an additional 2 by 2025. We have clear information on the activities and size of national and professional chapters.

- c. Support for the establishment of at least 5 new national or professional chapters, preferably worldwide.
3. Establishment, launch and making sustainable of a global Mentor Program on at least three continents. The mentor program creates connections between activists and helps the vitality in local activities. It creates sustainability by transmitting knowledge from more experienced activists to less experienced ones. At the same time, we also focus on exchanges of experiences and practices between equally experienced activists around the world. Launching during 2020-21 and annually the mentoring will involve more activists from more fields.
4. Establishment of a translation team for TEJO channels and TEJO communications suitable for national languages. Subtitles in Esperanto under all self-produced videos, and subtitles in three other languages under videos with an external target audience.
5. Plan for the future to become more global and sustainable.
 - a. Establishment of a climate plan on the core statutory activities of TEJO. Establishment in 2021, evaluation and update in 2023.
 - b. Work for peace-building and equality in the world (e.g. publicly announcing a call for an end to conflicts). Consider such topics in our daily work and disseminate ideal practices worldwide.



Esperanto

Main goal: TEJO is a world Esperanto-oriented youth organization. In the years 2021-2025 TEJO wants to concentrate on Esperanto core goals. Informing about and spreading of Esperanto and education in Esperanto for young people.

1. TEJO contributes to the spread of Esperanto through the collection and making accessible of teaching materials, promotional materials in many languages with clear guidance on their use. We hold thematic meetings. We see the models of other organizations.
2. TEJO uses existing and new media, especially social networks and videos, more vigorously and regularly for its communication. It does this specifically to reach non-members with a colorful summary of the activities throughout the year, which includes a regular report on what TEJO does for Esperanto - the language and the culture.
3. Make young people aware about Esperanto culture, and support of Esperanto culture and collaboration with other organizations such as ILEI. Advertising the Trampolino fund for cultural projects. Regular communication about events, channels and happenings related to culture in the movement and opportunities to be educated in Esperanto.
4. Introduction of annual themes, chosen by the committee, that are in line with the theme of the International Youth Congress, to support movement-wide discussions on this theme. Where appropriate, they may be selected in accordance with the United Nations annual themes. TEJO creates congressional resolutions on the theme.
5. Strengthen the Esperanto community through regular online and offline initiatives with a particular focus on newcomers, while also supporting other initiatives, especially new ones.
6. Dissemination of values compatible with the statute of TEJO.
 - a. Write positional/political documents and congressional resolutions and articles. The themes can be peace, equality, sustainability, democracy, human rights and others compatible with the statute of TEJO.
 - b. Strengthen the aspect of language and human rights in cooperation with other organizations worldwide. We strengthen cooperation with organizations with compatible goals.



Main goal: TEJO is a world Esperanto youth-oriented organization. In the years 2021-2025 TEJO wants to concentrate on issues crucial for youth and youth activities in the Esperanto movement.

1. Active involvement in youth organizations worldwide
 - a. Youth organizations accept Esperanto as a working language where it proves appropriate. TEJO is considered a reliable partner in such contexts.
 - b. Directly engage our members in the Universal Periodic Review of the United Nations through our member organizations.
 - a. Education on current issues of youth rights through Esperanto.
2. Create an opportunity and place for TEJO members to participate in political discussions and connect with leaders on their vision for global society and youth.
 - a. Create a space for young people and TEJO members focusing on political discussions worldwide.
 - b. Create youth dialogues with politicians and leaders.
 - c. Create links with other organizations.
3. Create a smoothly functioning collaborative structure for our young members.
 - a. Encourage new young Esperantists to join TEJO.
 - b. Encourage new members to take an active role in the organization.
 - c. Ensure that new activists have all the resources and help to gain experience and effectively fulfill their roles. The communication between responsible activists about all three steps goes smoothly and effectively.
 - d. Reach, unite, help, involve our more distant members, the less movement-involved young people; as well as active young people outside TEJO.
4. Getting Young Friends of Esperanto to work seamlessly with regular two-way communication.
 - a. Strengthen the membership category through our national language events.
 - b. Set up a regular newsletter to let them know online about our activities and Esperanto.
 - c. Encourage the Young Friends of Esperanto to become individual members and members of national and professional chapters of TEJO.



Organization

○-Main goal: TEJO is a world Esperanto youth organization. In the years 2021-2025 TEJO wants to focus on the transparency, comprehensibility and sustainability of the organization.

TEJO is a transparent, understandable and sustainable organization:

1. Restructuring and transparency of finances:
 - a. Financial reports are published in easier formats on the website;
 - b. Transparency in the writing of budget, balance sheet, and income statements;
 - c. Clear reporting on how membership fees are used;
 - d. An easily accessible registration form, for example via AKSO or another online system;
 - e. Diversify TEJO's external income, find new resources at various private and government foundations.
 - f. More regular and valuable income from activities inside the movement through profitable meetings, donations, patrons, sales, and a more detailed fee system, which also varies across the age spectrum in TEJO.
 - g. Financial sustainability: research, taking into account the treasurer's mandate, how to create a budget/balance sheet/income statement.
 - h. TEJO actively looks for a profitable investment for its capital
 - i. Try to lower the costs for employees/volunteers
 - j. Lower costs for the board, especially of physical board meetings

2. Organizational structure
 - a. Putting online and automation of organizational systems: TEJO's online systems work smoothly, sustainably and are up to date (website, member management, databases, media, email system, financial system).
 - b. A more complete overview of tasks and activists, for example by Slack.
 - c. The Bylaws become easier to read, shorter, more flexible, suitable for online procedures
 - d. The Committee works more efficiently, more in working groups, decides more and discusses documents less, shares tasks more effectively with the board and other bodies.

3. Annual experience building of new board members and achievement of sustainability of the Board. Sustainable management of the board (delivery, skill building, sustainable work, well-being)

- a. Instruction Circles on Finance and Tasks of the Secretary-General;
 - b. Research on the sustainability of the board's term of office: assessment of the one-year and two-year (alternate) terms of office, analysis of re-election systems, reconfirmation and other preparation times.
 - c. Transitional training to strengthen the new board and ensure timely and full transmission of knowledge and tasks.
 - d. A handbook on every position in the organization, especially on board roles
4. Sustainable management of humanpower in TEJO
 - a. Volunteers: setting up more volunteer centers in Europe; research on worldwide online volunteering,
 - b. Volunteers have more specific, personal tasks
 - c. Research on the employment of long-term employees and coordination of volunteers.
 - d. Explore the possibility of offering internships, in person and online, at TEJO.
 - e. Development of an error-accepting and regenerative culture.
5. Contribute to the sustainability of TEJO's headquarters, including the book service and volunteer center; collaborative modernization and sustainability of UEA's book service.