



# ANNUAL REPORT

## 2019

**Tutmonda Esperantista Junulara Organizo**

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Esperantujo, 31st of May 2020

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## Part 1: Operation

### Administration

*reports Mung Bui (Feliça), treasurer and a board member for conventions (2017-2020)*

### Voting for the new board

The board is the main executive body of the organization. During the period 2019-2020, the board members elected by the TEJO Committee on July 30, 2019 at the 75th IJK in Slovakia are:

- Abel Johannes (Joop) Kiefte (The Netherlands) - President
- Mounir Abjiou (Morocco) - 1st Vice President
- Hoan Tran (Gojo) (Vietnam) - 2nd Vice President (till December 2019)
- Koffitché Koufionou (Togo) - Board Member (till January 2020); 2nd vice president (from February 2020)
- Catie Neilson (USA) - General Secretary (from September 2019 till November 2019)
- Querino Neto (Brazil) - General Secretary (from January 2020 till May 2020)
- Jung Yuro (Unika) (South Korea) - Board Member (till May 2020); General Secretary (in December 2019 and from June 2020)
- Mung Bui (Feliça) (Vietnam) - Treasurer and Board Member for Conventions
- Karina Oliveira (Brazil) - Board Member
- Luis Miguel Obando (Columbia) - Board Member
- Soraya Alvarez (Argentina) - Board Member (from March 2020)

### Circulars

TEJO activists - board members, committee members, commissioners, volunteers and staff - regularly report on their activities in public. Their reports appear in the form of a monthly circular distributed through the committee discussion list. All 2019 archive numbers can be read on the Central Network website (<https://reto.tejo.org/>).

### Electoral Commission

*reports Michael Boris Mandirola, member of the Electoral Commission (2018-2019)*

The Electoral Commission serving until the International Youth Congress (IJK) 2019 consisted of Rogier (Roçjo) Huurman, Oleksandra (Sasha Murr) Kovyazina, Michael Boris Mandirola, and José Querino de Macêdo Neto.

Following the dismissal of the board member, Arturo Crespo, the commission was to be activated as early as January 2019, and at the request of the committee for geographical balance, there was a particular focus on finding a South American board member. Five nominations arrived (plus one withdrawn before the report was published), mostly from South America, and the committee elected Tomáš Stano as a board member.

Consequently, the Electoral Commission was engaged in searching for candidates for the new board (2019-2020). The main difficulty was finding candidates for the top positions and at the end of the first call there were no candidates for the positions of president and general secretary. An extension of the call was, however, successful, and the final report contained candidacies of 13 candidates aged between 20 and 33 years coming from 14 countries from four continents. There was only one candidate both for the position of the president and the treasurer, while the committee had a real choice on the other positions.

A new Electoral Commission was elected in December; Sasha Murr continued, and Hans Becklin, Francesco Maurelli, Ana Ribeiro and Łukasz Żebrowski were elected.

## Cooperative Platforms

Method and platform for reporting on its performance through an automated system - the Central Network.

## Voting System

In 2019 TEJO continued to use VDS (VoiceDonSystem). In December 2019 the committee decided to change the voting system, from VDS (VoiceDonSystem) to CR (Central Network). The new system became operational in 2020.

## Committee

Renewal of the committee, namely the reappointment of all committee members A, was difficult and time consuming. The work to confirm the committee members and dialogues with the member organisations (country sections) continued throughout 2019 until year-end stabilization of the number of committee members.

During 2019 there was also an election for committee members Ĉ, with the following elected:

- Konstanze (Tuška) Schönfeld (Germany)
- Rakoén Maertens (Belgium)
- Charlotte Scherping Larsson (Sweden)
- Marc (Marko) Konijnenberg (The Netherlands)
- Émerson Muniz dos Santos (Brazil)
- Alexandre Raymond (France)
- Alessandro (Vinicio) Bonfanti (Italy)

## Work Plan

Work to write a new work plan began in October, continued in November, and was completed immediately before JES 2019. The implementation plan was approved by the committee during JES 2019 and is publicly available on the TEJO website.

## Statutes and Regulations

In 2019, a number of changes related to Patrons and language changes were proposed and approved online. Details of the changes are in the VDS system,

The committee also approved a new voting regulation that contains two new methods. The Paroranga method guarantees that a candidate who would win twice against any other candidate is elected, and it is used to elect board members and generally for multi-choice decisions. The Single Transferable Vote is better suited to represent a diversity of views and therefore applies to the election of Committee Members B and Ĉ. In both methods the voter sorts the candidates according to preference, which minimizes the probability of tactical voting.

Also during the committee meeting at IJK 2019 some changes on election of new board, voting in the regulations, and in the statutes were approved. Approved changes include opposition to gender discrimination; mention of sustainable development in the statute; and a transition to the member category Young Friends of Esperanto for the individual members who do not pay a fee for the new year. Details of the changes can be found in the minutes of the committee meeting from IJK 2019.

## Finances

*reports Mung Bui (Feliĉa), treasurer and board member for conventions (2017-2020)*

During IJK 2019 I was again elected as treasurer for my third term on the TEJO board. I continue to work on the usual tasks of a treasurer: taking care of budgeting, financial reporting, accounting; I control, approve and reimburse costs to members, volunteers and employees, and costs in the Central Office (CO), TEJO apartment and Volunteer House (VolDom); and I monitor the arrival and use of grants and donations.

In 2019 TEJO's main revenues came from grants (ESC grant, CSC grant), membership fees, donations from organizations for employee recruitment, Erasmus+ projects, and IJK 2019 earnings. In 2019 we successfully applied for the ESC programme subsidy of EUR 49,276 for four volunteers, and of EACEA administrative grant of EUR 49,651 for 5 statutory meetings and 3.5 employees. We received 80% of the grant during the year, and after approval of the final report we are going to receive the rest. The final report for the administrative grant was sent in late February; unfortunately we were not able to receive the entire requested amount due to lack of staff, and we finally received EUR 45,534.36 from the CSC grant. In addition, only three volunteers came during the year, so we finally received EUR 36,957 from the ESC grant. The two grants help cover part of the costs of volunteers, employee salaries, and board meetings. In 2019 we finally, after many years, no longer had a negative balance. In 2020 we will continue to strive to use subsidies effectively and find appropriate ways to balance our finances.

## Officers

*reports Mung Bui (Feliĉa), treasurer and board member for conventions (2017-2020)*

## Employees

Superrigaro pri dungoj en 2019:

- Giorgio Nikolov (Ariel) - part-time communication officer (whole year)
- Mounir Abjiou - full-time grant officer (till July)

- Paulína Jalakšová - part-time grant officer (from September)
- Saïd Balouchi - 82,5% coordinator of volunteers; officer of UEA and TEJO (whole year)
- Quentin Weber-Seban - full-time external relations officer (April-July)
- Spyridon Papadatos - full-time external relations officer of EFS/UEA and TEJO (from September)
- Mia Nordentoft - full-time AKSO officer (from November)

During the year TEJO had a total of seven employees for five positions. Employees Giorgio Nikolov (Ariel) and Saïd Balouchi have remained employed from previous years and work for TEJO under ongoing contracts. Following the termination of contracts with two employees, Quentin Weber-Seban (external relations) and Mounir Abjiou (grants), TEJO made an open call for their positions. A lot of candidates applied, and finally Spyridon Papadatos was chosen as Quentin's replacement, and Paulína Jalakšová as Mounir's replacement. In addition, to fulfill the contract with UEA for the AKSO project, we are also hiring former volunteer Mia Nordentoft to continue the work of this project. Mia's further work was financed by the contract with UEA on AKSO.

## Ariel Palmer

*reports Ariel Palmer, communication officer (from 2017)*

### Content and Action

As in previous years, I created content (such as videos, quotes, grammar, asking questions and discussions, etc.) and actively shared and helped disseminate content already created by people in the Esperanto community.

During 2019 I continued the previous method, in which contents alternated quite freely to create diversity in the publications. Institutional TEJO content such as information, open calls, recruitment, promotion, etc., of course, has always been the center of communication, but more and more important in our content offer are videos, images, phrases and personal stories of Esperantists. As before, it is becoming increasingly clear that we need to focus on creating videos. The year 2019 has shown that without a doubt and I hope to take the experience and apply it to the 2020 communication.

As usual, I made various graphics during the year at the request of the board. At tejo.org, I created open calls and articles, and added pages and information about events from around the world and helped recruit for them.

I took photos during Esperanto meetings. Photos helped bring good traffic, engagement and interactions to our pages. During meetings I also took photos which I later used for communication materials and external communication.

Additionally, part of my job for TEJO is also to interact with users on social media, answer questions, recruit and encourage people to participate in TEJO's activities. I promoted for IJK 2019 with posts, reminders, graphics and videos. The promotion, of course, lasted months and was constant and diverse.

## Videos

It became more and more evident throughout the year that videos are one of the best ways to communicate with our followers. People really appreciate well-planned and well-crafted video content.

I created a video for the Erasmus + project FEJ - Fostering Equality in Youth, through interviews with trainers and participants.

I created two commercials for IJK 2019 in Slovakia: one promotional about the congress itself and another with a presentation of the team. The videos were filmed during the previous IJK, but were processed later and released in 2019.

Particularly excellent was the public response to Charlotte Scherping's video on language rights. The success of this video clearly shows how important it is to talk about the topic. Of course, Charlotte's self-evident talent to speak in front of a camera and being honest and inspiring also helps a lot.

In June I went to the Netherlands to film a still-to-be-assembled video on volunteering in the CO having written a script already.

After the IJK I created the already traditional video about the new board of TEJO.

I created a video for the "Talk!" Project from edukado.net.

In December I created the video "Esperanto: Language for the World - Zamenhof Day 2019", which was a really big success both on YouTube and Facebook. It gained more than 15,000 views and 380 shares, and brought in a lot of traffic and new followers. For Esperantujo, these are very good results.

## Photo Campaign

During my aforementioned visit to the Netherlands in June to film the volunteering video, I also took photos of the volunteers to promote TEJO's new t-shirts. The response to the photos was great - people appreciated the modern style of the t-shirts and the photos. This clearly shows that young people in Esperantujo are thirsty for modern and good quality products, and I believe that TEJO must strive to deliver that more and more.

## Achievements

During the year we gained more than 800 followers on Facebook, on Twitter more than 400, on Instagram about 600, and on YouTube more than 600. Those are good results, considering that we used almost no paid advertisements.

## Cooperation with the Board

My collaboration with the board during 2019 has been very positive; I always got support and there were good interactions between us. The board has given me the confidence and freedom to follow my communication ideas, and I particularly appreciate that.

## Mia Nordentoft

*reports Mia Nordentoft, technical and AKSO officer (from November 2019)*

The AKSO project - Organizational Common Administrative System - was started while I was a TEJO volunteer, and I was hired as a TEJO employee to continue and complete what I started in collaboration with other TEJO and UEA activists.

AKSO is a project started by UEA, contracted by TEJO, which aims to renew the online services of TEJO and UEA, such as tejo.org, uea.org, the membership space at uea.org, the administrative system used by UEA employees, and similar. The project was re-agreed at the end of 2018, and I volunteered to create the systems in early 2019.

Currently working on AKSO on the part of TEJO: Mia Nordentoft, chief programmer; Herrn Vincent Chimin Brandt, programmer; Francesco Maurelli, consulting commissioner.

Progress on AKSO can always be checked online at [akso.org](http://akso.org). By the end of 2019 the following progress has been made:

## January 2019

- Initial documentation on API infrastructure
- Created detailed documentation on REST API routes
- Access sessions
- Started an API server

## February 2019

- Developed REST API documentation
- Developed a REST API on members
- Work on foundation of the management system, AKSO-admin

## March 2019

- Developed REST API documentation
- Developed a REST API on members
- Detailing of data security and permission systems
- Basic API server infrastructure
- Worked on a code library for communication between AKSO API and its clients
- Work on foundation of the management system, AKSO admin

## April 2019

- Work on foundation of the management system, AKSO admin
- Detailing of data security and permission systems
- Developed REST API documentation
- Developed a REST API on members
- Basic API server infrastructure
- Operated authentication on API server
- Added retention of all API actions for data security reasons
- Worked on sending messages by Telegram instead of email in API
- Worked on automatic formatting of email addresses according to international standards in API
- Added basic features to a client library
- Added authentication to client library

## May 2019

- Polished member management in AKSO admin
- Improved authentication in AKSO admin
- Connected members in AKSO admin to the API
- Added filters, search etc to AKSO admin
- Basic API server infrastructure
- Added countries to API
- Created automatic generation of address tags for members
- Developed REST API documentation
- Added saved requests to API
- Added login warnings from a strange location
- Added membership categories to API
- Worked on a Telegram robot for API
- Fixed bugs in client library
- Minor improvements in the customer library

## June 2019

- Created a library (yamdl) for Material Design UI components in the browser
- Fixed various bugs in documentation
- Fixed bugs in API
- Fixed bugs in client library

## July 2019

- Worked on filters in AKSO admin
- Added manual JSON filters to AKSO admin
- Various API documentation
- Improved UX of the member system in AKSO admin
- Improved the speed of AKSO admin
- Added detailed displays of members in AKSO admin
- Added option to support CSV from AKSO admin
- Added saved filters to AKSO admin
- Started a big internal improvement of AKSO admin

## August 2019

- Made more internal changes to migrate to yamdl in AKSO admin
- Added detailed displays of other systems in AKSO admin
- Improved detailed displays in AKSO admin

## September 2019

- Minor improvements to fields at members in API
- Improved installation documentation for API
- Various documentation improvements
- Fixed various bugs in API
- Fixed various bugs in client library
- Added the following to the detailed display of members in AKSO admin:

Res Address editor  
Provisional history of fields  
Membership creditor  
Uploading profile pictures  
Display of attached files

- Improved detailed display of members and added various features in AKSO admin
- Added address tag generation to AKSO admin
- Fixed various bugs in AKSO admin
- Added history of HTTP requests to AKSO admin

## October 2019

- Fully operated member files in AKSO admin
- Rewrote (refactor-is) a large part of AKSO admin
- Improved membership categories in documentation and API
- Made various improvements to API documentation
- Fixed cache issues related to profile photos in documentation and API
- Created an API for managing API clients
- Created an API for country management
- Created an API for managing administrative groups
- Started an API for managing magazines
- Created an API for member roles
- Started an API for voting
- Improved address tag generation in API
- Fixed various bugs related to authentication
- Improved member search in API
- Fixed various bugs about saving HTTP requests in API
- Made various improvements to client library

## November 2019

- Rewrote a large part of AKSO admin
- Added more features to votes in API
- Improved second-factor authentication in API
- Made various fundamentals improvements in API
- Started a congressional system in API
- Fixed various bugs in API
- Started an API for member lists in API
- Created templates for address tags in API
- Made various improvements to journals in API

## December 2019

- Rewrote a large part of AKSO admin
- Created a programming language called AKSO Script, which enables dynamic registration forms, automatic e-mails, etc.
- Made various voting improvements in API
- Added permissions items to admin groups, clients, and members in API
- Improved membership categories in API

- Started a registration system for the congress system in API
- Started an email template system in API
- Fixed various bugs in API

## **Mounir Abjiou**

*reports Mounir Abjiou, grant officer (from 2015)*

Between January 2019 and February 2019, I reported on the administrative grant for the year 2018. After a few months we managed to get the rest of the grant already paid by 80% at the beginning of its funding; the rest we received after its completion and reporting. At the same time, I tried to make a grant for a capacity building project between Europe and America with various Esperanto organizations from both continents. We did not succeed. The sum was about 120,000 euros, but among other things the abstraction of some financial data caused us to fail. During the spring of 2019 we received a positive result on the administrative subsidy for the year 2019, with a maximum amount reached almost 50,000 euros. In parallel, there were tasks on the arrival of new volunteers to Rotterdam through the European Solidarity Corps (ESC) program, whose funding from the National Youth Agency is similar to that of European Voluntary Service, a past program for the same purposes as ESC. During the last months of my work as an employee, which ended in August 2019, I also tried to succeed in volunteering outside Rotterdam. This should have started with the accreditation of associations in Europe for the CSR program and then apply for individual grants for volunteers there. The most successful should have been with the Flemish Esperanto League (FEL) after previous failures at other associations, but the lack of manpower to comply with the ESC rules meant that the development of that goal froze, and we failed to move forward with the tendency to accredit FEL as a recipient of volunteers. After the end of my term in office in August, I started working as vice president of TEJO.

## **Paulína Jalakšová**

*reports Paulína Jalakšová, grant officer (from 2019)*

I started working part-time as a grant officer of TEJO in September 2019. In addition to tasks related to grants, I was also active in external relations and helped with volunteers.

### **Grants**

Already in September I was working on a candidacy for the International Activity of the European Youth Foundation. It was about training for trainers focused on the topic of discrimination. The candidacy was unfortunately not successful. I also helped with an application for a study session on sexism, which was successful and will be held in September 2020 in Budapest.

In October I took part in an informational event on the CSC-Youth operational grant in Brussels. Then until November I worked on the application, and it was successful.

Additionally, mainly in December I created a concept of several Erasmus+ projects and started contacting potential partners. That is for example the American-European project with the theme of sustainable development.

## Volunteers

In addition, in October and November I helped with the arrival of the new volunteers Afroditi and Ernesto. I helped plan their trip, arranged contracts with them and their sending organizations, handled their welcome training at the National Agency of the Netherlands, and so on.

## External Relations

In September I successfully applied for a week-long conference of the organization UNITED for Intercultural Action with the topic of hate speech, and participated in it in November. It took place in Slovakia, where I learned new things and got new contacts useful for TEJO. For example, one of the organizations, Diverse Youth Network, later in May 2020 considers applying with us for an Erasmus + project as a partner.

## Spyridon Papadatos

*reports Spyridon Papadatos, external relations officer (from 2019)*

The external relations officer position was created in 2018, but 2019-2020 will be the first period in which it is full-time. When I was elected by the previous board, I was not yet a member of TEJO or spoke Esperanto; that's why I had to dive into the Esperanto community, learn the language at least at a basic level, and quickly get acquainted with the structure and functioning of the organization. That's why I made efforts to get acquainted with Esperanto as a language and also to become part of the TEJO community, in order to be able to competently represent it externally. However, I have been active for several years in youth organizations, external relations and the Brussels scene, and so the transition was quite easy.

This report covers only the first three months of my term of office (September-December 2019) and aims to deliver a full picture of my work during those months and of my overall focus, alongside the monthly reports I sent on Central Network.

As I am the first TEJO official based in Brussels, the EU's political capital and one of the capitals for the world's global political developments, my main priority, in short, is to ensure that TEJO becomes more visible on the Brussels stage and that the voices of young Esperantists will reach politicians.

I have tried to increase the presence of TEJO in EU and non-EU institutions, mostly the European Social and Economic Committee (EESC) and the Council of Europe (CoE). I began to join many Brussels events with the aim of increasing the presence and interconnection of TEJO in the political scene. These events give us visibility among the institutions, other NGOs, politicians and, in general, political stakeholders. Additionally, the events provide us with contacts and links that enhance our work and our image outside.

At the same time, last year, I also helped with the TEJO grants, mostly in the Council of Europe. I coordinated and drafted two grant applications, one for a study session on sexism in verbal communication to be held in Budapest in September 2020, and another for a course on human rights education now held in Ljubljana, Slovenia in May 2020 in collaboration with the Slovenian National Youth Council (MSS). Both grant applications were successful and the projects will take place in 2020.

One other big part of my work was the relations with the European Youth Forum (YFJ). As YFJ is the largest youth platform in Europe, it is important to maintain a strong TEJO presence in it and advocate for our priorities and work. I coordinated all matters with YFJ and within the 'exchange group', i.e. the block of the organizations to which TEJO belongs. Additionally, I co-represented TEJO at the last Council of Members (COMEM) in November 2019 with Mounir, coordinated all TEJO amendments for FoJE's next 3-year Strategic Plan, and represented TEJO in the finance department of FoJE.

In 2020, Yo! Fest and EYE (European Youth Event) were to take place together in Strasbourg. One of the first main tasks I did with Leonor was to draft the nomination for TEJO to be a partner of Yo! Fest and send a funded delegation of 20 TEJO members, while at the same time providing content and activities to the festival. We attended meetings in Brussels, and I took care of the administrative side of the delegation and handled communication with the European Parliament and YFJ. Eventually it became arranged that we would send 20 TEJO members, however Yo! Fest and EYE are postponed, so far without a fixed date, due to the Covid-19 situation.

Lastly, I tried to give the board a more external view of the internal functioning of the organization and office, while at the same time helping with strategic documents. I have prepared a long-term strategy document for the TEJO office, with a focus on grants and the possibility of hiring a professional general secretary / office director in the coming years.

## Volunteers

*reports Mung Bui (Feliça), treasures and the board member for conventions (2017-2020)*

In summary, during 2019 volunteers in TEJO were:

- Clément Baleyte (France), till October 2019
- Mia Nordentoft (Denmark), till October 2019
- Manuela Burghilea (Romania/France), till September 2019
- Maria Leonor Pacheco (Portugal), from September 2019
- Afroditi Konstantopoulou (Greece), from November 2019
- Ernesto Sánchez Hernández (Spain), from November 2019

## Lodging and Working Conditions

All European volunteers served in the Central Office (CO) in Rotterdam as part of the European Voluntary Service, a program funded for by the European Commission, and the European Solidarity Corps. They all lived in the UEA Volunteer House, except Mia Nordentoft, who lived in the TEJO house. Volunteers now enjoy better working conditions than before, as the TEJO office in the UEA Central Office has moved from a small room on the third floor to a larger room on the second floor. We also bought new computers for the work of the volunteers.

## Open Call and Selection Process

The publication of a call for new volunteers for the European academic year 2019-2020 took place in March 2019. Maria Leonor Pacheco was chosen in the summer as the first volunteer, with arrival in September 2019. Before volunteering she started learning Esperanto and participated in the Slovak IJK. Until the end of the 2018-2019 board term we were unable to

find two other volunteers. The call was extended until October. Finally, Afroditi Konstantopoulou and Ernesto Sánchez Hernández were elected by the new board and started volunteering in November. All three new volunteers did not speak Esperanto at first, but after a few months they spoke the language quite well.

## Mentors

*reports Léon Kamenický, vice president (2018-2019), coordinator IJK (2019), mentor of volunteers (2019-2020), and finance intern at UEA (ekde 2019)*

By August, Veronika Mihaldová, a young activist from Slovakia / Czech Republic, had moved to Rotterdam and agreed to mentor the volunteers as needed. She was chosen as a mentor for the volunteers because she studies at the Erasmus University in Rotterdam, is often in contact with various locals (mainly students), and lives with volunteers in VolDom. In August 2019, the role of mentor was taken over by Léon Kamenický, due to the fact that he volunteered for Clément during his tenure and moved to Rotterdam for a master's degree at Erasmus University.

With the newly arrived volunteer Leonor we tried from the beginning to make a plan of what tasks she could accomplish in the following months. It is worth mentioning that her first experience with Esperanto was IJK 2019, to which she was invited to participate and where she had the opportunity to meet various TEJO activists. Leonor needed time to learn the language and, therefore, initially devoted time both to language learning and also to understanding of how the organization and movement works. With the help of the CO employees she also started to perform various tasks.

Two other volunteers arrived in November, and as with Leonor both were newcomers to the movement and beginners in the language. For this reason, they were sent to an Esperanto study weekend organized by Esperanto Nederland, and as part of a TEJO coaching meeting, training was organized for them on the structure of TEJO and on the commissions on external relations and activist training.

Initially, the mentoring was severely hampered by inappropriate behavior of the responsible board members (non-response to emails, inadequate communication with the volunteers, illogical distribution of tasks, etc.), which gave a very bad impression from the beginning to both the volunteers and the CO staff. Fortunately, the board understood the matter after a while, and the volunteer department was taken over by Feliça and Karina. Since then the problems had been solved.

All three volunteers remained at TEJO until the end of June 2020 and since the beginning of the year have successfully used Esperanto as a working language.

## Afroditi Konstantopoulou

*reports Afroditi Konstantopoulou, TEJO-volunteer from Greece (2019-2020)*

I started my volunteering at TEJO on November 11, 2019. At that time I did not speak Esperanto at all, so in the beginning I was busy learning the language, including participating in a November study weekend. Since the beginning of my volunteering I have been in charge of social media, creating an Instagram page for the Kontakto magazine and being responsible for uploading Kontakto news on social media. In addition, I did office work for TEJO and UEA, e.g.

checking spreadsheets, archiving, inventorying, receiving and retrieving texts for magazines, checking the TEJO email, etc. I helped prepare the Central Office for the November Open Day and photographed and filmed the event in the meantime. I participated in a September training session on TEJO in Rotterdam with Michael Boris Mandirola and Sasha and Magnus Murr. The first international event I participated in was the Youth Esperanto Week (JES) in Poland, from December 27 to January 3, at which I contributed by photographing and filming lectures, sessions, excursions, trainings and celebrations; I also sold TEJO t-shirts.

Between the beginning of 2020 and the middle of February I received the nominations for the Partoprenu IJK funding competition, and then made tables with all the candidates for the board. I also collected information about the upcoming Esperanto events this year and put them in a table. At the same time I started taking care of TEJO-Aktuale newsletter. In February I participated in a 5-day training for ESC volunteers in Arnhem, the Netherlands, and in March I participated in the Esperanto Week (SemEo) in Toulouse, France. I took a photo at this event and made a presentation about TEJO.

## **Ernesto Sánchez Hernández**

*reports Ernesto Sánchez Hernández, TEJO-volunteer from Spain (2019-2020)*

On November 11, 2019, I started as a volunteer in the Central Office. Since then I have been responsible for administrative tasks (checking and handling TEJO e-mail, archiving invoices and documents, inventorying TEJO and UEA, ordering magazines, shipping Kontakto magazine, being present during repairs in the TEJO warehouse), and from January 2020 also on online tasks (checking the profiles of the Pasporta Servo users, updating the TEJO website, translating TEJO pages into Catalan and Spanish). I further completed an A1 Dutch language course from January to March.

In addition, I participated in and occasionally helped with the organization of various events during my volunteering. I attended an Esperanto language course in Almelo in November, participated in TEJO training at the end of November, helped with cleaning and organization for the Open Day in November, attended European Voluntary Service training in February, and participated in an Esperanto week in Toulouse in March, where I attended events, helped with organization and promotion, and began writing an interview.

## **Maria Leonor Pacheco**

*reports Maria Leonor Pacheco, TEJO-volunteer from Portugal (2019-2020)*

I started my volunteering period in September. At first my main task was to learn and practice Esperanto. I got some lessons from Rob Moerbeek in the CO. I participated at two events for TEJO, namely Yo!Fest 2020 in the European Parliament (with Spyros) and UNITED Against Hate Speech in Slovakia (with Paulína and Klára).

I and the other volunteers had, as daily CO tasks, to check the received TEJO correspondence, scan and send them to the right person; check the TEJO email; or texts to correct. I also assisted the CO employees in preparing Kontakto magazine for shipping and with archiving invoices into the correct files. Under Léon's supervision, I calculated UEA taxes related to B2C and PayPal, and together we helped the UEA treasurer with Bunq App refunds.

In October, I attended the Post-Summer Gossip Meeting (KKPS) in the Netherlands. In November I represented TEJO at the UNITED Conference in Slovakia and was waiting for the first session of Yo! Fest with Spyros in Brussels, where we took care of the event structure. I also helped organize and participated in the Open Day of the CO.

In December I started registering TEJO's banking operations with the help of Feliça, and continue to do so monthly. I also started organizing Yo!Fest team members and their activities, and among other things arranging accommodation for the team in Strasbourg.

In February I and other volunteers collected statistics about salaries from 1977-1997 and about fees from individual members; and also calculated the number of issues of the magazine Esperanto in stock.

In March, I and other volunteers started working from home due to the current pandemic situation, however, I continued to go to the office once a week to check the paper correspondence. TEJO received the news that Yo!Fest had been canceled, and accordingly I canceled the flight tickets and accommodation for our team. I participated in the Spring Online Course, where I gave a presentation on TEJO.

## Relations with UEA

*reports Mung Bui (Feliça), treasurer and board member for conventions (2017 -2020)*

During 2019 TEJO and UEA continued to maintain a warm relationship. TEJO observers at UEA were Hoan Tran and Francesco (until August), with Joop taking over from Francesco later. At the same time UEA has two observers in TEJO (vice president Fernando Maia Jr. and general secretary Aleks Kadar). In 2019 there was also a change of committee members A of TEJO in UEA: until June Michael Boris Mandirola and Arina Osipova were in charge of the positions, and then the positions were handed over to Hoan Tran and Karina Oliveira.

TEJO and UEA also jointly employ an external relations employee and coordinator of the volunteers in the CO. Since March 2019 we have been working together on the AKSO project, which is mainly about Administrative Joint Organization. Details on the completion of this project can be found in the report above.

## Part 2: Commissions

### Activist Training

*reports Léon Kamenický, vice president (2018-2019), coordinator of IJK (2019), mentor of volunteers (2019-2020), and finance intern at UEA (from 2019) and Michael Boris Mandirola, commissioner for activist training (from August 2019)*

In 2019 the activist training commission focused on delivering trainings during various events, tried in collaboration with the board and employees to apply for a “Train the Trainer” program, and tried to regularly communicate news, new ideas and future plans during various online sessions. The “board” of the activist training commission was headed first by Charlotte, and after a change of mandate by Michael Boris. Charlotte also actively participated in an attendance board meeting in Prague in March 2019, where she had the opportunity to discuss projects and needs of the TEJO coaches with the board.

At the end of 2019, a TEJO coaching meeting took place in Rotterdam, where the coaches had the opportunity to talk about what has been achieved during the year and what more work should be done. In addition to sessions, there were also trainings that the coaches prepared for each other. In this way, the active coaches had the opportunity to deliver training that they would like to receive feedback from “colleagues” and thus gain trust. One of the most important results was that the coaches expressed a strong desire to subsidize (although the applications done in 2019 were not successful) on projects in which they could both learn something new about delivering trainings and also train new coaches. It was also repeatedly agreed that the trainings organized by TEJO should also take place online and therefore several trainers would like to learn about most effective platforms for online education.

At the end of the year there was a discussion on the commission's logo, a proposal made by Ariel Palmer. No decision was made about it.

Considering that experienced trainers arrived in the Netherlands at the same time as new volunteers took office, the opportunity was used and training was organized for them on the structure of TEJO and its operation, on external relations and on activist training. The volunteers had the opportunity to find out about our diverse commissions and working groups and thus reflect on what projects they would like to pursue during their volunteering in the Central Office.

In addition, several other trainings took place during the year, including the collaboration with Bunta Esperanto-Asocio, Esperanto-Kultur Centro of Toulouse and Kosmo Strategio, in the framework of their EU projects sometimes trainings took place during youth events, often delivered by TEJO trainers themselves. The following is an (incomplete) list of TEJO trainings:

- Training during JES in Storkow (Germany) on a rights-based approach led by Michael Boris
- Training during IJK in Liptovský Hrádok (Slovakia):
  - The game “So Life”, a training led by Charlotte, Magnus and Sasha, and focusing on learning structural inequality and pluralistic themes. The game is based on psychological studies to allow people to “go in other people's shoes” for a while.

- Workshop on the inauguration of the new board members led by Michael Boris and Sasha
- Gender Equality Training (thanks to partnership with BEA)
- Decision-making training during an Esperanto Internship in Aruto (France) led by Michael Boris
- Promotion workshop during KKPS in Bodegraven (Netherlands) (thanks to partnership with EKC)
- Training during the African Congress in Bujumbura (Burundi) led by Francesco Maurelli.
- Training during JES in Kartów (Poland):
  - Stress management training (thanks to partnership with EKC)
  - Training on the role of coach (thanks to partnership with BEA)

## Congresses

### IJK 2019

*reports Léon Kamenický, vice president (2018-2019), coordinator of IJK (2019), mentoro of volunteers (2019-2020), and finance intern of UEA (from 2019)*

IJK 2019, the 75th International Youth Congress, took place in Slovakia, in the city of Liptovský Hrádok, from July 28 to August 4. IJK 2019 was a week of fun, friendship, music and learning, during which 231 people from 35 countries (out of 286 participants) gathered in the heart of Europe thanks to Esperanto.

In addition to the usual IJK programs, new programs were organized to add diversity and color to the congress. Notable are the planting of an Esperanto memorial tree, an outdoor concert with a picnic, an open day for the Slovak public, a larger number of programs dedicated to the main theme (discussions, workshops), a photo exhibition with an inauguration in the local cultural house, and others. The LKK (main organising team) also managed to bring in various characters for evening and other programs.

Based on the feedback received by the LKK after the congress, people gave an average rating of 4.5 out of 5, indicating that they appreciated the helpfulness of the organizers, the colorfulness of the program, a large selection of excursions (four full-day and four half-day), cultural and language festival in a larger city attended by many locals (over 200), and generally a professional organization. Mixed feedback was mainly about meals (some liked it a lot, others less so). Moreover, some people highly praised the fact that programs took place in various places, mentioning that locals had the opportunity to meet Esperantists and that one did not feel closed in a congress hall; but others would rather have everything in just one building. Equally mixed about the evening programs: most people rated them very good, liked the diversity of music styles and also the fact that there weren't just concerts; however, some would prefer not to have English-language concerts at all.

To help future organizing teams the LKK decided, with professional help from the TEJO communication officer, to mount a video about their experiences during the organization, and did so. The main purpose was to say what worked well and what one would recommend to avoid from personal experience, and also explained what needs to be done to get an IJK license from TEJO and so on. The video can be watched at:

<https://www.youtube.com/watch?v=MDu2iiHYuXw&t=1093s>

More detailed report from Manuela Ronco about what happened during IJK can be found here:

<https://skej.esperanto.sk/eo/2020/organizi-ijkn-la-gusta-afero-por-fari/>

Videos from various programmes technically organised by Mia Nordentoft can be found at the TEJO YouTube channel:

<https://www.youtube.com/channel/UC1cW8y4NncmbRr6zD5IO8xw/featured>

## JES 2019/2020

Here is a link to the minutes of the committee meeting held during the Youth Esperanto Week (JES) in Karlów, Poland:

[https://docs.google.com/document/d/175DZyoY19DgZMKSGiM7UJGWnge2aKr9xm-ju4\\_mmng/edit](https://docs.google.com/document/d/175DZyoY19DgZMKSGiM7UJGWnge2aKr9xm-ju4_mmng/edit)

## Preparation for IJK 2020

*reports Rogier Huurman, LKK of IJK 2020 and Mung Bui (Feliĉa), treasurer and board member for conventions (2017-2020)*

Preparations for IJK 2020 have progressed as planned. The number of registrations was slightly higher than for 2019; the dormitories, program rooms and dining rooms were taken care of and the program is created more and more. In 2019 the main priority of the team was promotion, and in early 2020 the main concern became to fill the program. The help of Ariel, Mia and many other TEJO activists helped us at various time points.

Unfortunately, due to Covid-19 the preparatory work for IJK 2020 was completely stopped in March 2020 and the physical IJK was canceled. In April we restarted from almost nothing to hold an online IJK. After a successful holding of the E@I Polyglot Meeting, the IJK team decided to use their online platform. The subscriptions and fees are now quickly gathering, and the program is getting more and more ready. To have an online IJK for everyone, we have also set up a fund for the people who can hardly pay the congress fee (20 EUR); people can apply to the IJK fund for free participation.

La preparoj por IJK 2020 progresis laŭplane. La nombro de aliĝoj estis iomete pli alta ol por 2019; la dormejoj, programejoj kaj manĝoj estis prizorgitaj kaj la programo pli kaj pli kreiĝis. En 2019 la ĉefa prioritato de la teamo estis varbado, kaj en la komenco de 2020 la ĉefa zorgo iĝis plenigi la programon. La helpo de Ariel, Mia kaj multaj aliaj TEJO-aktivuloj helpis nin en diversaj tempopunktoj.

## Partoprenu (Participate) IJK-n 2020

*reports Mung Bui (Feliĉa), (2017-2020)*

Thanks to the financial support of the Participate IJK fund and donations from Esperantists to the fund, ten people from eight different countries received support to participate in the IJK 2020 International Youth Congress in the Netherlands. Here they are:

- Albert Stalin Garrido (Philippines)

- Elena Blandino (Spain)
- Ana Gómez Garrido (Spain)
- Kamil Getka (Poland)
- Maria Sułkowska (Poland)
- Simon Higgins (Ireland)
- Vinícius HPR (Brazil)
- Daun Jeong (South Korea)
- Davido Carranza Navarrete (Mexico)
- Gilbert Niyukuri (Burundi)

Due to the cancellation of physical IJK 2020, the support to the candidates is shifted to IJK 2022, when hopefully it will be possible to hold a physical IJK again in the Netherlands.

## Preparation for IJK 2021

*reports Mung Bui (Feliça), treasurer and board member for conventions*

An open call for IJK 2021 was announced in October 2019. In that first call came as the sole candidate the United Kingdom; but in the committee meeting during JES, Britain officially canceled the candidacy.

## External Relations

### UNITED

*reports Klára Ertl, commissioner for UNITED*

As usual I volunteered for UNITED for work on their death list. In addition, I was a member of the UNITED Campaign Coordination Team (CPG) for the year 2019. We were four to six people from various countries who collaborated online throughout the year on many tasks related to the UNITED campaigns. Among other things, we created and promoted them online, strived to engage the UNITED partner organizations, and shared what they do on the ground in relation to those campaigns. I often wrote the newsletters, and developed a UNITED version of the game "Secret Hitler". Konstanze and I attended the UNITED spring conference, and Leonor, Paulina and I the fall conference. This was a very successful participation: after the spring conference we arranged for Bálint Josa, a UNITED figure, to take part in the IJK in Slovakia and present programs there. There were never three Esperantists at the same UNITED conference, so that was a great achievement in the autumn conference. In addition, after it we arranged for activist József Rostás to participate in the grant and lead a program in the unfortunately physically canceled IJK 2020. During both conferences I also collaborated with the aforementioned CPG team, presented UNITED's campaigns to the participants.

### UN & Unesco

*reports Rakoén Maertens, commissioner for UN and UNESCO*

In March 2019 TEJO launched a campaign to financially enable participation in the 2020 ECOSOC Youth Forum, one of the UN's largest youth events. The campaign was launched following TEJO's successful leadership action at the International Coordinating Meeting of Youth Organizations (ICMYO), and the ensuing UN decision to invite Rakoen Maertens as keynote speaker during the Youth Forum. With a delegation of Francesco Maurelli, Sasha Murr, Sara Spanò, Marcus Griep, Hans Becklin, Cassidy Walker and Rakoen Maertens, they managed to participate prominently in the New York event in April 2019. It is probably also the first time in the history of Esperanto that the UN has paid directly to TEJO delegate for this activity. The keynote address can be read on the TEJO website and watched on YouTube. TEJO remained active in ICMYO throughout the year and was re-elected to its executive body. On the side of the Youth Forum, TEJO led a discussion between ICMYO and the UN / MGCY (United Nations Major Group for Children and Youth). The accreditation application to become an official NGO consulting partner of ECOSOC has been processed and submitted in time before the 2019 deadline. The final UN decision will come in the summer of 2020.

Good cooperation between UEA and TEJO has progressed on the side of UNESCO. There was a UNESCO NGO forum on (inequality), in which TEJO was among the organizing partners. Unfortunately no TEJO representative was finally able to participate, also due to successive shifts of the date on the part of the NGO committee. Work has progressed on TEJO's application for accreditation to UNESCO, which will be completed and submitted in 2020.

## UNOY

*reports Ana Ribeiro, commissioner for UNOY (from 2018)*

Komence de 2019, mi verkis [eron de trejnado](#) pri eksteraj rilatoj ĉe UNOY (*United Network of Young Peacebuilders*, Unuiĝinta Reto de Junaj Pacokonstruantoj). Pro tio ke en 2019 mi devis translokiĝi kaj eklaboris por Amazon, mi havis malpli da tempo ol en 2018 por dediĉi al la reta laboro por la reto, ĉefe pro translokiĝa streĉo. Male ol en 2018, mi ne sukcesis aranĝi partoprenantojn por reprezenti TEJO-n ĉe la ĉefa forumo de UNOY, kiu en 2019 okazis en Kolombio, kvankam mi provis trovi homojn per [malferma alvoko](#). Fine de 2019, UNOY anoncis la unuan membro-sembleon, kiu estus okazinta ĉi-jare dum junio en Nederlando. Mi faris [malferman alvokon](#) por serĉi reprezentantojn al la asembleo kaj trovis bonajn kandidatojn. Mi helpis ekaranĝi la vojaĝon de Gilbert Niyukuri al Nederlando por partopreni kaj en la ĝenerala asembleo de UNOY kaj en IJK, sed ambaŭ eventoj estis nuligitaj pro la pandemia situacio.

## European Youth Forum

*reports Paulína Jalakšová, delegate of TEJO at YFJ (from 2018)*

As former chairman of CBMA (the Consultative Body on Membership) of the European Youth Forum (FoJE), Michael Boris Mandirola attended the first meeting of the new body in February to share experiences with new members and presented a new guide on what and how to control on the occasion of incorporation of member organizations or revision of existing ones.

On September 8, Mounir Abjiou, the current vice president of TEJO with responsibility for external relations, went to Brussels to participate in a brainstorming session with other YFJ member organizations. The topic was the preparation of a draft of the next strategic work plan

of YFJ for the years 2020 to 2023. The sessions took place with various groups, in one of which TEJO was represented. TEJO defended the rights of young people and social inclusion and also emphasized the importance of better education and multilingualism. The vice president of TEJO participated as an official delegate of TEJO and the president, Joop Kieft, participated as an observer outside the working groups.

The draft was presented online to the Council of Members (CoMEM), which took place in Amiens, France, on 22 and 23 November. Then there were discussions, proposed amendments, and votes on the final version of FoJE's strategic work plan. Additionally, there were also votes on accepting new member organizations and dismembering one due to inactivity.

Spyros, the external relations officer, was also very active at the various YFJ working groups. Through the Basecamp cell platform or in Brussels itself, he has mainly played a role in the exchange group in which TEJO has been a member for several years. Paulína maintained its work, that has one long experience with YFJ. The topics were diverse, such as grants and the preparation of the funds of the next seven-year Multiannual Financial Framework of the European Commission. Additionally, TEJO's active role in YFJ helped through ICMYO's platform at UN agencies.

TEJO was also chosen as the official partner of YO!Fest 2020 and so there were various discussions with FoJE about the preparation of the event, among them an event in Brussels attended by the Spyros and the ESC volunteer of TEJO, Leonor. Unfortunately, however, after much logistical processing, the event was postponed until an undecided later date due to the Covid19 situation.

## Country Action

### Africa

*collected reports from African activists*

In 2019 there were many youth activities in Africa. Many domestic and international events were organized. It is worth mentioning the participation and co-organization of young people at the African Congress, which took place prominently in Bujumbura, Burundi, in December 2019. In addition, many Esperanto clubs were set up in Burundi and DR Congo. With the spread of the Esperanto movement and the accompanying growth of manpower, Burundi, in collaboration with Tanzania, is running to host the IJK 2021.

### Asia

*reports Albert Stalin Garrido, vice commissioner for country action in Asia*

A report on country action in Asia reappears after a shortfall in the 2018 Annual Report. In January, Albert Stalin Garrido took over the role of deputy commissioner for country action in Asia. In 2019, the country's youth movements in Asia continued to operate largely within their borders and there were hardly any international cooperation initiatives. However, young Esperantists had unique opportunities to meet when the 9th Asian Congress of Esperanto and the 37th Joint Seminar of East Asian Youth (KS) took place in Da Nang, Vietnam, from April 25 to 28 and from April 29 to May 3, respectively. To the KS, during which there was a LOVE

Seminar, a session on the Asian Youth Movement, and fun contests and lectures under the theme “Man-in-man’s protect the environment”, more than 40 participants from Vietnam, Thailand, Philippines, China, Singapore, Japan, South Korea and Iran came. The organizational responsibility for KS was later taken over by the Korean Esperanto Youth (KEJ), which plans to hold it from November 28 to 30, 2020. Warm congratulations to the Vietnamese Esperanto Youth Organization (VEJO) for the successful celebration of the 37th KS. A number of promising initiatives have also emerged. Among them, the Philippine Esperanto Youth (FEJ) gave birth to the initiative of organizing the first Philippine Youth Congress (FJK), which will take place from January 28 to 31, 2021, in Manila. In addition, Japan Esperanto Youth (JEJ) set up a stand at Global Fiesta in September, an international event in Tokyo that drew hundreds of visitors. On the other hand, it is also worth mentioning the awakening activities in countries where TEJO does not yet have country sections, including in Indonesia with the Indonesian Esperanto Youth Organization (IEJO), which plans to join TEJO soon; and in Thailand with the local club Green Elephant, which prominently hosted the 1st Meeting of Southeast Asian Youth (BED) in April 2018.

Two of the several biggest and long-standing problems of youth organizations in Asia were the lack of members and their disparate location. This was shown, for example, by statistics published by KEJ, which reported 16 members, and by IEJO, which reported 24. Problems with disjoint membership and infrequent physical meetings were reported by Japan, the Philippines, and Indonesia. In addition, youth organizations in Asia continued to lag behind in terms of information on the Internet: most country sections did not have or did not actively operate their own pages on social media sites, and/or did not regularly report on their activities. Finally, due to many limitations, some youth organizations depended heavily on their respective general Esperanto associations, as reported by KEJ, JEJ, and IEJO.

The Asian youth movement continued to be underrepresented in major TEJO events, specifically those that took place on other continents. For example, only a handful from Asia were able to attend the 75th International Youth Congress in Slovakia, and no program on Asian youth took place there. Although there were four TEJO board members from Asia, that didn’t really change much.

There were no reports from the Chinese Youth Esperanto Association (CHJEA), the Iranian Esperanto Youth Organization (IREJO), the Nepali Esperanto Youth Organization (NEJO) or the Esperanto Youth League in Israel (JELI).

## Oceania

*reports Albert Stalin Garrido, vice commissioner for country action in Asia*

A report on country action in Oceania reappears after a shortfall in the 2018 Annual Report. In fact, no one took care of country action in Oceania, although the post of deputy commissioner for country action in Oceania was held by Joanne Johns from Australia for a number of years. Oceania continues to be one of the weakest and most obscure areas in terms of TEJO’s performance and reach, if not the weakest and most obscure in itself. Still in 2019 no youth country organization existed, but there were a few local clubs in which young people found themselves and were active. The report concerns mainly Australia and New Zealand; on the other hand, it is not yet known whether there are any young Esperantists in the others, especially small countries in the Pacific.

From New Zealand only the report of the University of Auckland Esperanto Club appeared under the guidance of Mara Molnja. The club started in 2018 with 20 interested parties, but later the number has grown to 80 due to several promotional campaigns and participation in club exhibitions. Of those numbers, five were active in their first semester, and ten in the second. The club regularly held courses, club meetings, game and film nights, among other things. They also reported a strong and well-functioning board.

A report was published in Australia by Adam Levy, coordinator of youth activities for the Esperanto Federation of New South Wales, based in Sydney. Their usual activities consisted of weekly lessons, reading sessions, and dinner sessions, among other things. The group also took off on the internet by setting up a group on WhatsApp and an account on Instagram, which has already gathered almost 200 followers. Although the group is not exclusively youth, at least 15 Esperantists are within TEJO age. Additionally, there was also an attempt to organize a club at the University of Sydney, but it failed due to bureaucratic and human resources problems.

Historically, TEJO and the general Esperanto movement have great difficulty reaching Oceania due to its complicated geographical composition and distance from the core of the international movement, but hopefully in the future there will be more intense and concrete efforts to recruit new Esperantists and educate and empower existing ones. Having said that, TEJO must communicate with local Esperanto activists in Australia and New Zealand and help them bring together young people in their countries to finally set up their respective country sections. In addition, TEJO should also consider investing, in collaboration with the Commission on the Asia-Oceania Esperanto Movement (KAOEM) of UEA, among other things, in on-site activities by visiting small archipelagos on the Pacific or at least in online activities by organizing online initiatives aimed specifically at young people from those countries. It will also be desirable if TEJO is finally able to find a suitable candidate to become the deputy commissioner for country action in Oceania.

## Marketing and Informing

### *Kontakto*

*reports Rogener Pavinski, editor of Kontakto*

In 2019 the editorial work of *Kontakto* continued normally. As a continuation of last year's work, the magazine appeared in six 24-page issues printed in full color on good and quality paper. The magazine continued to have more or less the same look and usual content.

The six issues appeared quite on time, without major delays. The correction and proofreading was done with the technical assistance of the TEJO volunteers and the retired CO officer Rob Moerbeek. *Movada Rubriko* is run by Marcionilo Vasconcelos. The graphic processing was done as usual by Romulo Felício. We kept the constant headlines (Interviews, The Funny Blog, So the World). Other sections appeared, but not constantly (*Kontaktek*, Reviews, Video Games).

### Main articles 2019

2019.1 **Ĉukpilko** - La sporto de la paco (Sport of peace)

2019.2 **Menstruo - tabuo**: Kiam ĉesos la kondamno? (Menstruation - taboo: when will the codamnation pass)

2019.3 **Kjara** - Pli larĝa horizonto (Larger horizon)

2019.4 **Lingvoj** ne mortas, oni mortigas ilin (Languages do not die, we kill them)

2019.5 **Dormu milde** - Konsiloj por rapida kaj regula dormado (Sleep mildly - advice for fast and regular sleep)

2019.6 **Tero** - La ludpilko de la universo (Earth - the game ball of the universe)

## Interviews in 2019

2019.1 **Ale Kosabela** - Kameleono de E-muziko (Chameleon of E-music)

2019.2 **Natalie Macmahon** - Malsano nomata amo (Illness called love)

2019.3 **Kjara** - Pli larĝa horizonto (Larger horizon)

2019.4 **Roman Dobrzýnski** - Historio pri la historio

2019.5 **Tali Wandel** - Eŭroritmo (Eurorhythm)

2019.6 **Bertilo Wennergren** - De l' praa tempo ĝis la nun' (From long ago till now)

According to information published in *Libera Folio*, *Kontakto*'s readership has grown by 24% in 2019 [1]. In 2019, with the help of Fernando Maia some advertising is happening on the internet, but there is still a lack of a strategic plan for a subscription campaign. On the internet, Facebook fans grew from 1791 (2018) to 1991; the Twitter followers grew from 1804 (2018) to 1982. In early 2020 a *Kontakto* profile appeared on Instagram.

[1] <https://www.liberafolio.org/2020/03/23/tejo-kaj-kontakto-kreskis-en-2019/>

## Movada Rubriko

*reports Marcionilo Vasconcelos, editor of Movada Rubriko*

During the year 2019 the *Movada Rubriko* appeared in every issue of *Kontakto*. In total there were six editions with various content. Since the time I became editor of this section, my goal has been to create in it something more than a place to spread news about TEJO, because this is done more quickly and interactively through social networks. So in *Movada Rubriko* it is possible to find interviews and discussions about the movement and about events and happenings important for our community. Below is a list of some of the material published in our editions:

2019.1 - Interview with TEJO section, whose performance shows good examples of cooperation and revitalization for the young community. Also in this edition it was possible to publish a discussion text on the importance of the IJK for the unification of our Esperanto community.

2019.2 - In this edition, a discussion text by an Esperantist who created technological resources for the spread of Esperanto was published online, as well as information about the presence of TEJO representatives at a United Nations event and another event aimed at reviving the Esperanto movement in India. .

2019.3 - In the third issue, further discussions of the Esperanto movement appeared in the *Movada Rubriko*. This text contains a text about individual Esperantist activities and their barriers. Also the activity of TEJO in international organizations was presented by Paulína.

2019.4 - An interview with an E-club led by a TEJO member was published. A report on the activities of E-clubs was presented with a view to concluding interviews with E-clubs from all continents. In this issue a text from one of the most active TEJO members was also presented.

2019.5 - Participation of TEJO representatives in the United States. Discussion on the importance of spreading Esperanto, and an interview with the then TEJO president.

2019.6 - A report from the IJK organizers on the experience of holding that event. Discussion of UNESCO and the space given by that organization to our youth.

As presented, the Movada Rubriko performed its task as planned, as that rubric became a space not only for news, but for discussions, reflections and analyzes of our movement.

## **TEJO-aktuale (TEJO-currently)**

*reports Mung Bui (Feliĉa), treasurer and board member for conventions (2017-2020)*

TEJO-aktuale was edited by TEJO volunteer Clément Baleyte, After the change of board and volunteers, no one cared about TEJO-aktuale and it did not appear for the rest of 2019. Then it was taken over by Aforditi, and TEJO-aktuale reappeared. For the future, we will ensure that volunteers pass on the relevant information to subsequent volunteers, and that they receive access to the account and information on the design of the newsletter and its distribution, so that no further delays occur.

## **Projects**

### **African-European Youth Empowerment (AEJK-project)**

*reports Mung Bui (Feliĉa), treasurer and board member for conventions (2017-2020)*

AEJK - African-European Youth Empowerment - is a project that has focused on capacity building of young people through informal education and training for trainers. It has allowed members from distant lands to come closer and enrich our community. The project was co-created by TEJO and its country sections from Poland, Slovakia, Italy, Burundi, Togo, Benin and DR Congo (Kinshasa). AEJK was implemented with financial support from the European Commission. Education and training as part of the project took place in four events:

- The launch event took place in Benin in October 2016.
- The second training was organized during IJF, in Italy in April 2017.
- The third event took place in IJK, in Togo in August 2017.
- The closing meeting took place in JES, in Poland in December 2017.

The budget for the whole project was EUR 142,490. From this amount TEJO had to finance EUR 13,320 on its own, while the Erasmus+ grant amounted to EUR 129,170. The final report was approved in June 2019. After the report TEJO reimbursed EUR 2,835.26 to the European Commission and finally received a total of EUR 111,156.74 for the project. Commendably, AEJK received a positive rating (82/100) and was mentioned by Erasmus+ Project Story Challenge as “one of the most successful projects of recent years”.

### **Fostering Equality in YOUTH (FEJ-project)**

*reports Konstanze Schönfeld (Tuŝka), general secretary (2018-2019)*

The last FEJ meeting took place in 2018 during JES 2018/2019. GEJ decided to continue employing Jorinde to complete the final tasks and write the final report, to which several activists contributed. Finally in October 2019 came a response from the German National Agency about it with the following results:

- The project obviously had value for our community.
- The trainings during IJK was a strong contribution to the project quality.
- They particularly mention Jorinde's good work as a project manager, as she made up for the fact that the organizations did not have as much manpower.
- The project manager successfully offset the small manpower of the organizations themselves.
- Outside the community, the project apparently had no strong influence. Missing e.g. translation of a web page into English.
- Published documents mention subsidies from EU money.
- They recommend in the future to use Transnational Youth Initiative as a project format for similar projects, instead of the format we used.

Mainly due to the lack of influence on the non-Esperanto world, the National Agency decided not to give the maximum subsidy amount. The total amount was finally 49,960 euros.

## **Projects with the Council of Europe (2019-2020)**

*reports Spyros Papadatos, external relations officer (2019-2020)*

### **Center for Human Rights Educators: be an actor of change!**

This project is co-funded by the Youth Department of the Council of Europe and is part of the "Youth for Democracy" program of the Council of Europe 2020-2021. It aims to support and/or co-finance national or regional projects for the implementation of the Council of Europe Charter on Education for Democratic Citizenship and Human Rights (EDC/HRE) through the training of informal trainers and multipliers. The focus of the supported initiatives in 2020 will be to support young people in access to their rights and to promote education for human rights and democracy.

TEJO, in partnership with the Slovenian National Youth Council (MSS), has successfully applied to jointly organize an HRE national training course as part of a wider HRE project running from March to November 2020. The project will focus on the region of Slovenia and neighboring countries. The most essential part of the project is a training course to be held between September 29 and October 4, 2020 in Ljubljana, Slovenia and to train about twenty youth workers, volunteers and active youth based mainly in Slovenia and neighboring countries (Austria, Hungary, Croatia, Italy). These people will be trained to become HRE multipliers and form a network that will deliver subsequent HRE activities back to their local societies. Thus we aim to improve the presence of the Council of Europe and HRE in this area, create a core of HRE multipliers, and increase the dissemination and presence of TEJO and MSS in the area.

We chose Slovenia because TEJO does not yet have a national branch in that country. That is why this project is a great opportunity to increase the visibility of TEJO within Slovenia and to build a network of young people in partnership with the national youth council there. The monetary grants for the project are 4,699 euros, directly administered by TEJO.

## **2) X-language: the effect of sexism in everyday communication**

This project is funded by the Youth Department of the Council of Europe in collaboration with the European Youth Center in Budapest. TEJO has successfully applied to organize a study session in the second half of 2020. Study sessions are international educational youth seminars, lasting between four and eight days, that bring together members of youth organizations or networks and experts for discussions on a specific topic leading to conclusions related to the priorities and programs of the youth sector of the Council of Europe.

The TEJO study session will focus on sexism and verbal communication. It will aim to raise awareness of the impact of everyday sexist language and train young people on verbal sexual violence and discrimination. Our participants will have the opportunity to exchange opinions, knowledge and good practices, and ensure mutual learning among the young attendees by introducing gender-sensitive and gender-neutral terms usable in everyday communication. Additionally, our participants will disseminate the results of the study session after the end of the activity in their local communities.

The study session will take place at the European Youth Center in Budapest between and September 21 and 25, 2020, and thirty young people will be funded to participate. The preparation team is composed of four TEJO members and trainers and one CoE trainer. The monetary grants for the project are around 20,000 euros, directly managed by CoE.

## Part 3: Working Groups and Services

### Gender Equality

*reports Karina Oliveira*

The main activity was a partnership with the website "Global Voices" (<https://eo.globalvoices.org/>) for the translation into Esperanto of articles dealing with issues related to gender equality.

### Younf Friends of Esperanto

*reports Karlos Peskera Alonso*

At the committee meeting during IJK in Slovakia, I proposed myself to be in charge of a working group to set up a functioning category of Young Friends of Esperanto. The work took place online since August 7 via a mailing list. Twelve people joined the mailing list, one of whom was Emilio Cid as UEA's head of Friends of Esperanto. A total of 51 messages were interspersed. The working group decided on the privacy policy, added to a document with a set of messages for the members of the category, talked about the plans to act, decided to accept that the list that once existed with the members' email addresses can no longer be found, etc. The work stopped on the shoulders of the board. The pending task is to agree on how to co-organize the category with UEA, mainly in relation to common access to database and technical organization.

### Kongresses

*reports Karlos Peskera Alonso*

The commission did not work. No one showed interest in joining. On one hand the IJK team in Slovakia worked well and either did not need help, or found it by other means. On the other hand the board did not communicate with it or ask for help in finding candidates for IJK. The work was done by other means.

### Pasporta Servo

*reports Luis Miguel Obando, board member for Pasporta Servo de 2019-2020*

At the end of 2019, as a responsible board member, I was part of the commission on Pasporta Servo (hospitality service of TEJO). In the sessions, the following steps were taken for the service. The responsible board member officially appointed a new commissioner who took on the role primarily of leading PS's social networks. This new commissioner later launched a

campaign to continue activating PS users and fans, even if it was no longer possible to travel or host.

Attendance and online meetings were also held to spin plans for the future of PS. Some devised plans, however, are not feasible because the activists do not always have programming knowledge and so then depend on the cooperation, goodwill and time available of those volunteer programmers who do have the necessary knowledge.

I started a process to check the veracity and accuracy of the information about the users with the help of a TEJO volunteer to make sure of the data entered, so that finally we can be sure that all information is relevant and that it will definitely be possible to make contacts for later accommodation or hosting.

Passport Service received help from important activists such as Lars Sözüer, Meiyer Gören, Christine Brücker, Matheus Arantes, Martin Sawitzki, Baptiste Darthenay, Joop Kiefte, Ernesto Sánchez Hernández and others.

## University Action

*reports Karina Oliveira*

This interest group had no activities before; we held a face-to-face meeting during IJK 2019 in Slovakia, and also during JES 2019 in Poland. A group was set up in Telegram to bring together those interested in the subject (<https://t.me/joinchat/IEe6LRPvXvZ7jkRrQOCpDw>), and Commissioner Lucas prepared a report with information on various university clubs around the world according to the information given to us by various people in the form created for that purpose in August 2019.

You can read in the report:

"We waited for about 20 responses. 30 arrived, and among them are many people who are extremely motivated. So I think it will be a pleasure to work together. So, we already have activists here in 19 countries and five continents (Europe: 16, South -America: 5, Asia: 4, North America: 3, Africa: 1, Oceania: 1).

What we would like to do this year: Nothing will be mandatory, you will participate in the projects at will. We also cannot guarantee a good result because there are too many local parameters that we cannot take into account. However, we will offer you to act in a way that has already worked well in other places, and that is likely to work in new ones. Our help will make your promotion and development of clubs much easier. To better understand whether our ideas were good or not, we will sometimes ask you to help collect data. After that year, we will be able to see more clearly whether one way of promoting is really more effective than the others.

Poster campaigns: since October. We'd like to do a half-poster campaign. First of all, we would like to paste (with tapes) funny posters. After that, people will probably have a better picture of Esperanto, or they will just discover it. Secondly, we will stick to more technical posters that inform about why Esperanto is a logical and easy language, and encourage people to take courses or join a university club. Since "esperanto" will already be a "familiar" word for the people who see the posts, they will probably be a little more interested in it. Under the posts we will add an email address that I will create so that those interested can contact us and possibly join your clubs. This posting plan may change after further discussion.

Talks between universities: This is a project of Tyron. The goal is to connect our various universities and motivate the students. There are several options. We could, for example, skype from time to time, or exchange postcards.

Of course other activities like having a stand at the university will be very helpful. If you want to do this and need help, contact us and we will help as much as possible. "

The implementation of the poster campaign was not possible because we did not find people on site to implement it in the universities (so, even those who responded to the form saying they were interested and wanted to collaborate were not interested in the campaign afterwards). So, it was not carried out.

## Inactive Commissions and Working Groups

*reports Mung Bui (Feliça), treasurer and board member for convetions (2017-2020)*

the following commissions do not have a reported activity of the year:

Informing: responsible board member Luis Miguel Obando

Marketing: Executive Board Member Jung Yuro (Unique)

National and departmental activities in North America, Europe and South America: responsible board member Soraya Alvarez

Talent: Missing responsible board member

The following working groups have no reported activity of the year:

Culture - responsible board member Koffitché Koufionou

Adolescent Performance - responsible board member Koffitché Koufionou

Mobility - responsible board member Mounir Abjiou

Science - responsible board member Jung Yuro (Unika)

Education - responsible board member Jung Yuro (Unika)

