



Annex to the Application Form

Call: EACEA/26/2017

Key Action 3: Support for policy reform –

Civil Society Cooperation in the field of

Education and Training and Youth

Deadline: 14 December 2017 - 12.00 (noon) CET

Erasmus+

DETAILED STRATEGIC PLAN FOR THE PERIOD 2018-2020

To be attached to the eForm

**Compulsory for FPA applicants:
All Lot 1 applicants and
only FPA applicants of Lot 2**

Please note that the description of the DETAILED STRATEGIC PLAN should contain a maximum of 2000 words

PART C. Description of the activities

C.2.c) Detailed Strategic Plan for the period 2018-2020

Please explain in detail under this section the following items:

- ✓ *What are the objectives that your organisation plans to achieve by the end of this period in terms of its global impact?*
- ✓ *What are the instruments/tools that your organisation will put in place to achieve those objectives?*
- ✓ *What are the expected outputs (including citizens' participation) and deliverables to be achieved per year during this period?*

Please note that filling in this section is compulsory for applicants for Framework Partnership Agreements (FPA).

The following Strategic Work Plan covers the period 2018-2020 after a successful Strategic Work Plan covering the period 2014-2017. This work plan has been developed by the newly elected Board of TEJO and has been approved by our Committee after presenting different deadlines for drafting it and for finally approving it through our voting platform. The Strategic Work Plan presents three priorities for the period 2018-2020: (1) Empowering youth, (2) Social inclusion & (3) Intercultural dialogue. The result of this work plan came after having experienced the needs of youth communities during the realisation of the previous work plan. The three priorities and their respective objectives, tools, outputs & core ideas are as follows:

- Priority 1: Empowering youth

Empowering youth is a democratic convincement to us as a youth NGO, although we already have many democratic practices in our organisation, we believe in the importance of youth participation in TEJO but also in society. Therefore, we listed the objectives bellow to empower youth:

1.1. Improve the quality of non-formal education:

In this age, non-formal education is becoming more and more accessible, not only as a secondary source of education but for many it is a first source of education. Because of this, we think that youth should have the option to receive a high quality non-formal education which in turn will empower them in society.

1.1.1 Transfer skills between different countries through local trainings,

1.1.2 Enlarge the pool of young trainers by teaching them new skills,

1.1.3 Promote the propaedeutic value of Esperanto to learn other foreign languages during trainings.

1.2. Raise awareness about youth politics:

Young people should decide their own future & present in a democratic society, politics is the best space that can provide a platform to them where they can share their thoughts & actually pursue them in practice. For this particular reason, we believe that making youth active in politics is one of the best ways to empower them.

1.2.1 Promote active citizenship among young people,

1.2.2 Encourage volunteers to become active in the youth policy events attended by TEJO,

1.2.3 Lead campaigns for promoting best practices of youth civic activism.

1.3. Attend actively more youth advocacy events:

After raising awareness about youth politics, the role of TEJO as a youth NGO is using its position to defend actively youth rights in youth advocacy events.

- 1.3.1 Collaborating on more proposals defending youth rights through international platforms,
- 1.3.2 Orientating our External Relations' human resources towards advocacy events,
- 1.3.3 Defending the linguistic side of youth rights.

Tools:

- Online websites & social media articles,
- Hiring trainers for training trainers during our events,
- Board member responsible about Human Resources,
- External Relations' human resources,
- Videos through social media.

Outputs:

- Increasing the pool of young trainers by 25%,
- Increasing the attendance of youth politics events to more than 5 per year in different continents,
- Self-candidacy of our volunteers to youth policy events without having to encourage them beforehand,
- Satisfactory experiences of our External Relations' human resources in youth policy events,
- Many videos about raising awareness about youth politics will be uploaded online in Esperanto with multilingual subtitles.

- Priority 2: Social inclusion

Young people are the most vulnerable to social exclusion and therefore it is very important to be aware of the importance of inclusion at this age to avoid future social problems that cannot be controlled easily at a later stage of life. TEJO has been committed to fight against all kinds of discrimination for decades, however, it is now more concise with by putting social inclusion as a priority of the Strategic Work Plan:

2.1. Present Esperanto as an opportunity of inclusion for young people with fewer opportunities: *Esperanto can offer a safe haven & an inclusive community for many young people with fewer opportunities, it is a gateway to many new experiences & even careers chances that are difficult to find elsewhere since most of our MOs use Esperanto as the internal working language.*

- 2.1.1 Joining Esperanto-speaking communities & activities covering different areas of interests,
- 2.1.2 Taking part in the inclusion activities organised by our MOs for beginner Esperanto speakers,
- 2.1.3 Increase career chances offered by our different projects & MOs.

2.2. Maintain direct communication with sub-branches of our MOs to reach local communities: *Direct communication can save unnecessary delays & make us avoid miscommunication issues when organising local events, TEJO's involvement will ensure that social inclusion is taken into consideration when organising local events.*

- 2.2.1 Providing guidelines to our MOs & their sub-branches about inclusion in local events,
- 2.2.2 Using at least 35% of our micro-funds in local events coordinated by the sub-branches of our MOs,
- 2.2.3 Ensuring the autonomy of our MOs on this matter.

2.3. Ensure the accessibility of our open-calls & events to young people with special needs: *Many people with special needs have to be reached & addressed in other ways than the general public, this is important if we want to insure inclusion to this category of young people.*

- 2.3.1 Contact other NGOs to publish & increase the visibility of our open calls to young people,
- 2.3.2 Consider accessibility options for the candidacy of young people with special needs,
- 2.3.3 Promote events of less-favoured communities in our social media.

Tools:

- Trello's project management platform,
- Grants & fundraising,
- Local association of our MOs,
- TEJO's Trampolino micro-funding,
- Mailing lists, voice call & social media,
- Guidelines about online accessibility standards.

Outputs:

- Increased career chances in TEJO's network for beginners of Esperanto,
- 50% increase of collaboration on events with sub-branches of TEJO's MOs,
- Reaching the 35% aim of using TEJO's micro-funding to local events in less-favoured areas,
- 200% increase of candidatures from young people with special needs.

- Priority 3: Intercultural dialogue

Intercultural dialogue is one of the main reasons why Esperanto exists, we should value this to promote intercultural dialogue and also offer Esperanto as a tool of making it efficient due to the historical context of Esperanto without forgetting the traditional approach for promoting it which is its neutrality & simplicity.

3.1. Promote the idea of interculturalism:

Multiculturalism is seen as a threat for many, while we think it is a richness with the sole condition of making it intercultural, interculturalism saves multiculturalism from becoming segregative.

3.1.1 Produce multilingual materials about the importance of interculturalism in multicultural areas,

3.1.2 Fight against the negative image of multiculturalism by promoting interculturalism,

3.1.3 Explore means of dialogue instead of self-segregation of minorities.

3.2. Promote Esperanto as a tool for intercultural dialogue:

Esperanto is not only a language but also a tool for intercultural dialogue because of its historical context, this value should be more promoted to respond current needs of the world.

3.2.1 Prioritise the historical context of Esperanto over its linguistic simplicity when promoting it,

3.2.2 Contact decision-makers to propose Esperanto as a bridge language,

3.2.3 Contact other NGOs working on intercultural dialogue to build partnerships about linguistic justice.

Tools:

- Online awareness-raising campaigns,
- TEJO's international External Relations' network.

Outputs:

- Having a predominantly positive image of multiculturalism in our international community by knowing its intercultural aspect,
- Being a known prominent example of intercultural dialogue at a national scale at least,
- Establishing official relations with important decision-making institutions.

This Strategic Work Plan's main focus is putting an emphasis on not sufficiently-promoted values of Esperanto & showing that this international language have the means & the power to fulfil the three priorities set above.