



**Consultation on the proposed restructuring of the
International Amateur Radio Union (IARU)**

March 21, 2025



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Introduction

This year marks the centenary of the IARU. For the last 100 years the IARU has enjoyed unparalleled success in representing the amateur radio services at the international and regional level. The proposed reorganization is intended to ensure the IARU can continue to enjoy the success it has by changing to a global structure that can better respond to the changes Amateur Radio will face in the future.

Since the inception of Amateur Radio, it has and continues to evolve. This paper sets out the rationale for why IARU needs to change. The proposal is to bring the global IARU and the three regions into a single entity while keeping much of what we do well unchanged. IARU will still represent the amateur radio services at the ITU and RTO level, but bringing these activities under a single umbrella will result in a more efficient organization which is better able to react to global challenges. The reorganization will also make IARU more democratic with directly elected officers and a governing board together with committees having global participation.

You are asked to read and comment on this document with the knowledge it has been reviewed and debated amongst those involved in IARU leadership. We can no longer afford to not move the process forward, but your feedback is needed and encouraged from you, our Member-Societies, as to what is being proposed. We would encourage you to review the document with an open mind and provide feedback within 60 days.

1. Executive Summary

1.1 Overview

This consultation document seeks to provide Member-Societies with a clear and comprehensive overview of the proposed structure of the International Amateur Radio Union (IARU), detailing its purpose, context, benefits, challenges, implementation plan, and indicators of success.

This new structure seeks to replace the existing model comprising four entities: International Secretariat and three regions (IARU Region 1, IARU Region 2, and IARU Region 3) with a global organization better equipped to address current and future challenges and enhance its service to the global amateur radio community.



The goal of this document is to inform Member-Societies of the proposed plan and seek their feedback.

Transparency and engagement are a priority and IARU plans to provide regular updates on progress and opportunities for ongoing feedback through email and the IARU Calendar.

1.2 Structure of this Consultation Document

The first three sections of this document provide background information on the proposal.

This includes a description of the work that the Administrative Council and the three Regions have been doing to look at the future of the organisation (from the formation of the IARU 2025 Committee in 2005 through to the work of the current Future Committee), and a description of the history, current structure, governance, and funding of the IARU International Secretariat and the three Regions.

The following sections describe the proposal itself.

The first of these describes the reasons for change under the following headings:

- Coordination and Communication
- Resource Optimization
- Global Advocacy
- Today's Challenges
- Membership Sustainability
- Regional Representation Risks

Section 5 is followed by sections 6 and 7 that describe in detail how it is planned to address these issues, by moving to a new unified structure, and the benefits that are expected to come from such a change.

The balance of the document describes the proposed consultation and implementation plans and how success will be measured.

1.3 Consultation Process and Timeframe

It is proposed that consultation will take place in three phases, following the distribution of this document. The consultation process consists of 3 steps.



Step 1: Delivery and consultation on this document. This will start the 60 days consultation period with virtual information sessions to allow societies to ask questions about what is being proposed and the reasons behind the proposals, and it will finish with Member-Societies providing their feedback in writing.

Step 2: Detailed Draft Proposal. A detailed draft proposal will be developed, using the feedback received from Member-Societies, which will, again, be shared with societies for their input in 30 days.

Step 3: Final Proposal and Voting. In the final phase, the final proposal, which takes into account all feedback received, will be submitted for Member-Societies' approval via the IARU Calendar.

Following the consultation, the results of the voting will be announced alongside immediate next steps.

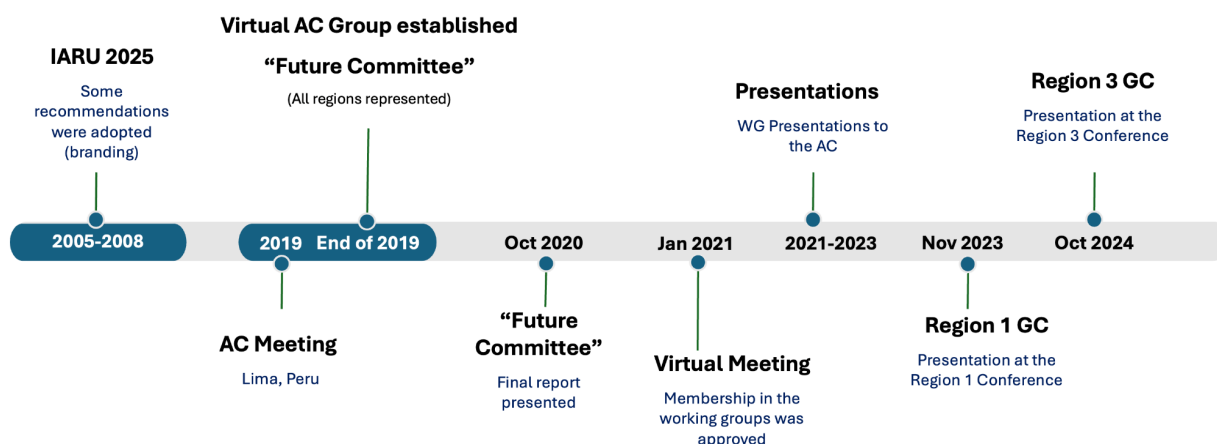
For further information on the consultation phase and dates, please see section 11 of this document.



2. Background

The IARU **2025 Committee** was established in 2005 by the International Amateur Radio Union (IARU) to look at the organization's future role and structure in response to changing technical, political, economic, and regulatory environments. This initiative, guided by a directive from the 2004 IARU Administrative Council, aimed to explore long-term goals for the IARU, focusing on adapting its organizational framework to ensure relevance and effective leadership by 2025, aligning with the centennial of the IARU's establishment.

Over the years, it presented various reports with findings and recommendations. It concluded its work in 2012 after presenting a final report to the Administrative Council (AC), which highlighted the challenges at that time of developing a viable financial model to implement the proposed reforms.



The committee's efforts generated significant benefits. It identified critical areas for enhancing organizational efficiency and effectiveness, including the need to address financial disparities across regions and foster the growth of amateur radio. Additionally, it initiated revisions to the election guidelines for the IARU President and Vice President, resulting in improved governance processes.

By late 2019, the necessity to prepare for future challenges re-emerged. In April 2020, the **Future Committee** was formed, comprising representatives from the three regions. Its mission was to establish strategic guidelines to position the IARU to address ongoing



challenges effectively. The committee presented its proposal to the Administrative Council in October 2020, which was approved.

As a result, five working groups with regional representation were created: Core Mission, Relationships, Governance, Legal, and Funding. Over the following years, these groups submitted recommendations to the Administrative Council. A summary of these recommendations was presented at the IARU Region 1 General Conference, Zlatibor, in November 2023 and the IARU Region 3 General Conference, Bangkok, in November 2024. Presentation to IARU Region 2 is planned at their General Assembly in 2025.

This document has been developed based on the recommendations of these working groups.

3. History and Evolution of the IARU

3.1 Formation

The IARU was founded in 1925 in Paris in response to the need for radio amateurs to have an organization that would defend their interests and represent their activity at an international level.

The IARU's mission is to represent and promote the interests of the global amateur radio community. This includes defending amateur radio's access to spectrum, supporting technological innovation, and fostering global cooperation.

Having an organization that is fit for the second century is essential for the future of amateur radio.

3.2 Development of the Regions

The IARU is divided into three regions, which correspond to the ITU radio regions:

IARU Region 1 (Founded in 1950):

This region encompasses Europe, Africa, the Middle East, and North Asia and was the first IARU region to be established. Its primary goals are to enhance coordination and address region-specific needs. Region 1 engages with key Regional Telecommunication Organizations (RTOs), including the European Conference of Postal and



Telecommunications Administrations (CEPT), the Arab Spectrum Management Group (ASMG), Regional Commonwealth in the field of Communications (RCC), and the African Telecommunications Union (ATU). The region includes 102 IARU Member-Societies.

IARU Region 2 (Founded in 1964):

This region encompasses the Americas, including North, Central, and South America. It was established to enhance representation and coordination within the Western Hemisphere. Region 2 works closely with two key RTOs: the Inter-American Telecommunication Commission (CITEL) and the Caribbean Telecommunications Union (CTU). The region includes 35 IARU Member-Societies.

IARU Region 3 (Founded in 1968):

This region encompasses most of Asia, the Pacific, and Oceania, representing radio amateurs across a vast and diverse area. Region 3 collaborates with the Asia-Pacific Telecommunity (APT), its primary RTO. The region includes 30 IARU Member-Societies.

4. IARU Structure, Governance, and Finances

The IARU and its Regions each operate under their own Constitution, By-laws, and Rules. The governance structure includes:

4.1. Member-Societies

The Member-Society is the national organization representing the interests of radio amateurs in a particular country or territory. It acts independently and autonomously in its affairs. The authority of the IARU resides collectively in its Member-Societies. The IARU is a society of member societies. Membership is currently limited to one national society per country or territory, with a total of **167** societies.

4.2. Administrative Council

The Administrative Council is currently the principal policy and management body of the IARU. Its function is to coordinate the representation of amateur radio interests at the international level, including participation in telecommunication conferences, as well as long-term planning in collaboration with regional organizations. It also acts as a bridge between regional organizations, formulating proposals and adopting resolutions necessary for the operation of the IARU. The Council is composed of



- Three officers: the President, Vice President, and Secretary of the IARU.
- Two members from each regional organization.

The President and Vice President of the IARU are nominated by the International Secretariat and the Administrative Council and then presented to the Member-Societies for election. They serve a five-year term and are eligible for re-election.

The Secretary is appointed by the International Secretariat. Currently, the ARRL serves as the International Secretariat.

The International Secretariat publishes a periodical bulletin, The Calendar, at least twice a year. This bulletin is distributed to all Member-Societies and members of the regional executive committees. The Calendar includes all proposals to be considered by the Member-Societies, along with other relevant information as directed by the Administrative Council.

4.3. Regional Organizations

Each region has its own constitution and governance structures operating autonomously while remaining aligned with the IARU Constitution. Each region is governed by an executive committee elected by its Member-Societies.

IARU Region 1: Nine (9) EC members including President, Vice President, Secretary, and Treasurer, and five members elected at large.

IARU Region 2: Nine (9) EC members consisting of four officers: President, Vice President, Secretary, and Treasurer; and an area director elected from each of seven geographical areas. Two of the officers may also hold an area director position.

IARU Region 3: Eight (8) EC members, including a President, Vice President, Secretary/Treasurer (non-voting), and five members elected at large.

The regions have representatives on, and collaborate with, the Administrative Council and actively participate in the implementation of IARU policies and objectives.

Each Region has different legal and financial structures:

- **Region 1** functions as a registered association in Switzerland. Its assets are held in Swiss banks and denominated in Swiss Francs.



- **Region 2** is an unincorporated entity. Its financial operations are managed by a service company, IARU Region 2 Operations Inc, based in the United States, and its assets are maintained in US dollars.
- **Region 3** operates as an unincorporated entity. Its financial assets are held in Japan and primarily denominated in Japanese yen.

The three Regions have both similarities and differences in structures and roles. Some responsibilities and roles are organized globally with regional representatives and reporting to the AC:

- Spectrum and ITU
- EMC
- Intruder watch
- Satellite coordination

and below are the regional groups and roles listed:

Region 1	Region 2	Region 3
Executive committee	Executive committee	Executive committee
Spectrum and Regulatory Liaison committee (SRLC)	Regional Telecom Organization (RTO) coordinators	Regional Telecom Organization (RTO) coordinator
Political Relations Committee (PRC)	-	-
HF committee	Band Planning Committee	HF Band Plan Committee
VHF/UHF/SHF committee		VHF+ Band Plan Committee
EMC committee	EMC coordinator	EMC coordinator



Emergency/disaster communications working group	Emergency/disaster communications coordinator	Emergency/disaster communications committee
Youth committee	Youth Liaison	Youth coordinator
Amateur Radio Direction Finding (ARDF) Working Group	ARDF coordinator	ARDF Committee
Amateur Radio Space Exploration (ARSPEX) coordinator		
	Awards manager	Awards manager
High Speed Telegraphy (HST) Working Group		
IARU monitoring service (IARUMS)	Intruder watch coordinator	Intruder watch coordinator
	News editor	News editor
Program for Disabled Radio Amateurs (PDRA) coordinator		
Satellite coordinator		
Support to The Amateur Radio Service (STARS) coordinator		Support to The Amateur Radio Service (STARS) Task Force
Technical Working Group		



5. The Reason for Change

The International Amateur Radio Union (IARU)'s current structure is divided into four independent organizations. While this model has historically allowed for tailored regional responses, it now struggles with inefficiencies, resource duplication, and inconsistent global coordination. IARU has already moved into global coordination in some areas (e.g. WRC, Satellite, EMC, Intruder watch) and still faces challenges and improvements to make by adding new areas.

Furthermore, many Member-Societies have declining membership and are facing resourcing issues. In many cases, the IARU Member-Society does not represent the majority of the national amateur community.

The Future Committee identified key issues including:

1. Coordination and Communication:

- Fragmented decision-making across regions limits IARU's ability to respond swiftly and uniformly to global challenges, such as spectrum defense and regulatory threats.

2. Resource Optimization:

- The three-region model leads to redundant administrative functions (e.g., treasury, governance), straining financial and human resources.

3. Global Advocacy:

- Regional structures lack the unified voice needed to effectively represent amateur radio at international bodies like the ITU, where cohesive global perspectives are increasingly crucial.

4. Today's Challenges:

- The current structure is less adaptable to technological advancements, global spectrum harmonization needs, and emerging communication modes.

5. Membership Sustainability:

- The aging membership base and competition from alternative communication technologies necessitate a unified strategy for youth engagement and membership growth.

6. Regional Representation Risks:

- Some regions experience uneven development and lack the capacity to address local challenges effectively.

Without reorganisation, the IARU risks inefficiencies, reduced global influence, and diminished ability to fulfill its mission of representing and advancing amateur radio interests worldwide.



6. The Future IARU

A new unified structure is proposed to address these issues, ensuring long-term sustainability, operational efficiency, and stronger global advocacy. It is therefore proposed that The International Amateur Radio Union (IARU) be registered as an Association in Switzerland. Switzerland is an ideal jurisdiction for registering an association due to its flexible legal framework, which allows autonomy in drafting by-laws, cost-effective operations, and minimal residency requirements for board members. Its global reputation, financial stability, and alignment with international organization norms make it particularly suited for entities like IARU, ensuring efficient governance and seamless financial operations.

The newly formed Association would then take over the goodwill, assets, and liabilities of the existing IARU, IARU Swiss, and the IARU Regional Organizations, and have the following governing bodies:

6.1 IARU Governance

The governance of the new structure starts with you, the Member-Societies. Each Member-Society will be a member of the **General Assembly**. The General Assembly will be the supreme authority of the IARU under Swiss law. It is composed of all the Member-Societies, but only fully paid up member-societies in good standing have the right to vote at a General Assembly.

Each Member-Society, with a right to vote, shall have an equal voting right at the General Assembly.

In turn, the General Assembly will elect the **Board** and the **Officers**. The Board and the Officers will be elected from the member-societies. The General Assembly delegates to the Board and the Officers the power to administer and represent the IARU in such things as the day to day running of the organization, admission and exclusion of Members and the appointment of representatives to committees as described below.

6.1.1 Standing Committees

The Board will appoint **Standing Committees** consisting of Board members and nominees proposed by Member-Societies. It is envisioned such Standing Committees will include:



1. **A Spectrum and Political Relations committee.** This committee will work with spectrum strategies, goals and policies for the Amateur services. The committee will organize its work in relation to the relevant organizations, such as ITU, Regional and National Telecom Organizations, and other organizations, that have influence on spectrum for amateur radio. The committee will coordinate with Member-Societies for global input and local support, and provide recommendations to the Board for approval by the General Assembly.
2. **A Governance and Amendments Committee:** This committee may propose and review submissions to amend the Constitution and make recommendations to the Board on such proposed amendments. The Board shall approve the final form and notice of the amendments which would then be voted on by the General Assembly.
4. **A Finance Committee:** This committee may review the accounts of the Association, deal with the Auditors, consider advice from financial advisors and make recommendations to the Board.
5. **An Infrastructure and Tools Committee.** This committee will maintain and develop the IT infrastructure and tools required for efficient operations and coordination within IARU and its members. The infrastructure and tools shall also support external communications and marketing platforms. The committee shall provide recommendations to the Board for approval by the General Assembly.
6. **An Outreach Committee.** The committee will manage internal and external information and marketing of Amateur Radio and the IARU. Understanding the value of Amateur Radio to society is one fundamental factor for success in the IARU external work. With good internal communication, the organization will be more efficient.

6.1.2 Working Committees

The Board will establish Working Committees to address matters of interest to Radio Amateurs and of the IARU. The committees will have global input from the Member-Societies to coordinate our policy at the regional level given the unique issues faced in each region. Members of the Working Committees will be nominees from Member-Societies and Associates as proposed by the Board. The chairs of the committees will be approved by the General Assembly. It is envisioned such Working Committees will include:



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1. **Band Planning:** Work to develop and maintain guidelines for use and coordination within the allocated amateur radio spectrum.
 2. **EMC Experts:** within the field of Electromagnetic compatibility focusing on maintaining low noise and compatibility of electronic equipment for usable amateur radio spectrum.
 3. **Emergency/Disaster communications:** Focal point on amateur radio emergency communications services with IARU to international bodies, appropriate governmental agencies through the Member-Societies, and user services.
 4. **Youth:** Promoting and supporting the Youth in Amateur Radio.
 5. **Radio Sports:** Promotion of amateur radio sports and contesting
 6. **Intruder Watch:** To detect and report non-authorized users within the allocated amateur radio spectrum.
 7. **Satellite Coordination:** Coordination of amateur radio satellites.
 8. **Support to The Amateur Radio Service (STARS):** To stimulate and support growth of amateur radio activity in countries with no, or low, activity.
 9. **Amateur Radio Space Exploration (ARSPEX):** Maintain contact and provide information from the Space Agencies and the international organization ARISS (Amateur Radio on the International Space Station) for promotion of activity with space.
 10. **Program for Disabled Radio Amateurs (PDRA):** Promote exchange of information about best practices and opportunities among Member-Societies on disability-related matters.
 11. **Recruiting:** Focus on recruiting new and “returning” radio amateurs.
 12. **Technical:** Monitor and/or support the ongoing technical projects and- liaise with other technical communities to broaden amateur radio.



The Board, with the approval of the General Assembly, may propose additional Working Committees or dissolve those Working Committees which are no longer deemed to be necessary.

6.1.3 Financials

While all three regions generate revenue from their memberships and remain in good financial health, their budgets have been structured around their respective missions and priorities. Each region has independently managed its financial resources, particularly in funding attendance at Regional Telecommunication Organization (RTO) meetings when necessary. However, the current arrangement maintains different fee structures across regions.

In addition to their regional responsibilities, the three regions also engage in globally coordinated activities to ensure a unified and effective approach to representing amateur radio interests. Today each region contributes to the overall IARU budget, but this contribution remains insufficient to cover the many critical representation efforts required at the global level.

Historically, the ARRL has played a key role in bridging this financial gap, providing both the necessary funds and personnel to support the organization's operations and ensure continued advocacy for amateur radio worldwide.

Most delegates and observers at ITU meetings, regional telecommunications organizations, and other international forums where decisions are made affecting amateur radio are salaried professionals. They represent government (including military) and commercial interests often backed by significant financial resources.

In contrast, all direct representation of the IARU at ITU meetings and conferences, as well as nearly all document preparation, review, and advocacy is carried out by dedicated volunteers from IARU Member-Societies. Without enough well-qualified and available volunteers, the only viable alternative would be to hire experts, which presents a significant challenge.



The key issue facing IARU Member-Societies and leadership is how to secure the necessary personnel and financial resources to ensure continued effective representation of the amateur services in these critical decision-making arenas.

Developing a solid financial plan is crucial for the restructured IARU. While the full scope of the new organization's priorities is still taking shape, our primary objectives remain clear: ensuring our voice is heard, defending our shared spectrum, and actively promoting amateur radio. Strengthening engagement with other communities should also be a top priority.

It's important to recognize that our budget will rely heavily on our ability to mobilize the amateur radio community and attract dedicated experts willing to advocate for our interests wherever needed.

The most significant expense will be spectrum defense. Another significant expense under the new structure will be the General Assembly, which will replace the regional conferences currently held every three years. While different regional Member-Societies can host the event annually, practical constraints—particularly travel costs—mean that some participants will likely need to attend virtually. Though not ideal, this will be a necessary compromise.

The level of financial support available in the future will depend largely on contributions from Member-Societies unless additional funding sources can be secured. Identifying sustainable financial solutions will be essential to ensuring broad participation and effective governance.

The current fee structure will need to be harmonized across all three regions, which may lead to increased dues for some Member-Societies. Additionally, many regions have accumulated cash reserves that will need to be allocated within the new structure. In cases where these reserves are substantial and have resulted from a specific region's activities, they may need to be held in trust and designated exclusively for initiatives related to that former region. Ensuring a fair and transparent financial transition will be essential to maintaining stability and trust among Member-Societies.



7. Benefits of a Unified Organization

The proposed restructuring of the IARU offers exciting benefits to Member-Societies by addressing potential improvements, modern challenges, and advocacy needs. Smaller Member-Societies, in particular, will benefit from an optimized resource allocation and from a much better access to advocacy material, technical expert knowledge, event support and training tools.

With the proposed restructured organization, the larger Member-Societies will have an opportunity to take their successful programs and activities to a world-wide level and hence will be able to enhance their reputation and international membership base while enlarging the scale of their activities and projects. This will ultimately lead to cost savings and will ultimately create new projects for the benefit of the global amateur radio community.

Whilst the IARU in its existing organization already today successfully protects amateur radio spectrum with its work in ITU-R and at the World Radio Conferences, the new restructured organization will leverage today's successful and/or important regional initiatives (amateur radio advocacy, youth projects, EMC work and projects such as ENAMS, new technology developments such as MeshCom, STEM initiatives, etc.) towards a world-wide scope. This will create a much bigger overall impact and will prove to be extremely beneficial in particular to IARU Member-Societies with fewer resources.

In the new, restructured organization IARU Member-Societies will receive timely updates about relevant IARU lead activities in other countries and regions and hence will have the opportunity to participate from the beginning in new amateur radio activities.

In summary, the restructuring of IARU will provide the following benefits to a Member-Society:

1. Enhanced Advocacy and Global Representation

- **Unified Voice:** A single, cohesive structure improves advocacy at international EMC and spectrum management forums ensuring stronger defense of amateur radio interests.
- **Global Coordination:** Member-Societies benefit from better alignment in policy and advocacy strategies, ensuring consistent support across regions.

2. Streamlined Decision-Making

- **Faster Responses:** Centralized governance reduces delays in addressing regulatory threats and other critical issues.



- **More Efficient Governance:** Simplified structures minimize bureaucracy, allowing societies to focus on their core missions.

3. Optimized Resource Allocation

- **Cost Savings:** Consolidated financial operations reduce redundancies, freeing up resources for programs that directly benefit Member-Societies.
- **Access to Expertise:** A centralized IARU can provide specialized resources, training, and advisory services that support Member-Societies' local efforts.

4. Strengthened Membership Growth and Sustainability

- **Youth Engagement:** Centralized initiatives target the recruitment and retention of younger members, helping societies rejuvenate and grow their memberships.
- **Broader Appeal:** New programs and opportunities can attract members from diverse backgrounds, increasing a society's reach and inclusivity.

5. Improved Communication and Coordination

- **Consistent Messaging:** A unified structure ensures that societies receive timely and clear updates on global amateur radio issues.
- **Collaborative Opportunities:** Greater interaction and knowledge sharing among societies fosters innovation and stronger partnerships.

6. Better Support for Local Advocacy

- **Enhanced Influence:** A stronger IARU can bolster the efforts of Member-Societies when advocating for local regulatory issues.
- **Credibility:** The restructuring raises the profile of amateur radio, enhancing societies' standing with their own governments and stakeholders.

7. Access to Centralized Programs and Tools

- **Standardized Training:** Societies gain access to high-quality training materials and resources for their members.
- **Event Support:** Improved coordination of global events, contests, and emergency drills benefits societies and their members.

8. Long-Term Sustainability

- **Future-Proofing:** Addressing modern challenges ensures that Member-Societies can continue to thrive in a rapidly evolving technological landscape.



- **Stability:** A unified IARU creates a financially and operationally stable foundation, reducing risks for societies.

9. Simplified Financial and Administrative Processes

- **Centralized Financial Management:** Societies benefit from a unified treasury system, reducing administrative burdens and ensuring efficient use of funds.
- **Clear Governance Framework:** Streamlined governance gives societies transparent roles and responsibilities, reducing confusion.

10. Greater Involvement and Influence

- **Participation Opportunities:** Member-Societies retain autonomy while gaining more meaningful opportunities within the IARU structure to shape global policies and initiatives.
- **Recognition:** Societies are seen as part of a stronger, more impactful organization, enhancing their reputation and member engagement.

8. Implementation Plan

8.1 Change Strategy

If restructuring is approved by the Member-Societies, the implementation of the IARU reorganization will be carried out carefully to ensure an orderly and efficient transition to the new structure.

Although the implementation plan includes three phases, extensive changes in the IARU organization will most likely require additional adjustments for a longer period of time. Reduction of unwanted effects and implementation of improvements will be required to achieve and maintain a healthy and efficient organization.

Since most committees will be organized globally for the first time, their initial setup will be followed by continued optimization to ensure global efficiency.

These phases include

Planning Phase:

- Consult with Member-Societies to receive feedback and ensure support for the change plan.



- Development of new statutes, policies, and governance procedures necessary for the unified structure.
- Ensuring legality and compliance with regulatory requirements for the new organizational structure.

Transition Phase:

- The initial Board members are appointed by the previous Administrative Council in partnership with the IARU Regional Organisations.
- Gradual implementation of the new governance and operations model.
- Transfer of administrative and financial functions to the new structure.
- Establishment of new Standing and Working Committees.

Consolidation Phase:

- Adjustments and refinements to the model based on results and feedback from Member-Societies.
- Committees update their organizations as required for global efficiency.
- Continuous monitoring of transition progress.

8.2 Schedule

The restructuring process is scheduled to commence in 2025, beginning with initial consultations during the first half of the year, culminating in a final proposal being presented for voting. Depending on the voting outcome, the operational transition is planned for implementation in 2026.

Timeline Summary:

- **Month 1-2: Stakeholder Engagement:** The process kicks off with a consultation announcement to inform Member-Societies about the objectives, benefits, timeline, and communication methods. Feedback is collected within 60 days, supported by detailed materials. Monthly updates via email and webinars will maintain engagement and transparency.
- **Month 3: Draft Proposal Revision:** Feedback received during the consultation phase will be used to develop a detailed draft proposal.
- **Month 4: Draft Proposal Circulation:** The revised draft proposal is shared with societies, summarizing key restructuring elements and inviting final input within 30 days.
- **Month 5: Final Proposal Voting:** The finalized proposal is shared with clear voting instructions and submitted for Member-Societies' approval via the IARU Calendar.



- **Month 11: Post-Voting Phase:** Results are announced alongside immediate next steps. Transparency and engagement remain a priority, with regular updates on progress and opportunities for ongoing feedback provided through email, the IARU Calendar, and the IARU website.

9. Success Indicators and Evaluation

9.1 Key Metrics

To assess the success of the new organizational structure, the IARU will seek input from the Member-Societies to identify a number of key metrics, such as

- 1. Global Advocacy and Representation:**
 - Continue the successful defense of amateur spectrum allocations at international regulatory bodies in the face of increased competition.
 - Maintaining representation in all major regional telecommunications organizations and related advocacy groups.
- 2. Operational Efficiency:**
 - Reduction in duplicated administrative processes across regions.
 - Cost savings realized by centralizing financial and operational functions.
 - Timeliness of decision-making processes, measured by the time taken to respond to global or regional issues.
- 3. Member Engagement and Satisfaction:**
 - Percentage of Member-Societies actively participating in the General Assembly and Board elections.
 - Increase in Member-Society attendance and engagement in IARU-hosted activities and events.
- 4. Youth and Membership Growth:**
 - Adoption and success of youth engagement programs across regions.
 - Increased Youth participation in working groups and committees
- 5. Communication and Coordination:**
 - Frequency and quality of communication with Member-Societies (e.g., regular updates through emails, IARU Calendar etc.).
 - Feedback on the clarity and accessibility of information related to the restructuring.



10. Conclusions and Recommendations

The proposed reorganization of the International Amateur Radio Union (IARU) into a unified structure represents a historic opportunity to modernize the organization, optimize its resources, and enhance its capacity for global representation. This transformation seeks to ensure that the IARU remains a relevant, strong, and cohesive voice in the telecommunications world, promoting and protecting the interests of radio amateurs in the face of contemporary and future challenges.

It is recommended that the implementation of the proposal be moved forward through a strategic and collaborative approach, promoting consensus among Member-Societies and ensuring an orderly and efficient transition. The commitment of all stakeholders will be key to the success of this transformation, which will mark a milestone in the history of the IARU and its ability to serve the global amateur radio community.

11. Providing Feedback on the Proposed Restructuring

The International Amateur Radio Union (IARU) values the input of its Member-Societies in shaping the future of our global organization. Your feedback is crucial to ensuring the proposed restructuring aligns with the needs and aspirations of the amateur radio community worldwide.

11.1 Means of Providing Feedback

By email from Member-Societies:

Societies may send detailed feedback or position papers to the following email address: restructuring@iaru.org. (an alias with a committee)

- Include the subject line: “Feedback on Restructuring Proposal – [Your Society Name].”

Virtual Information Sessions will be held during the consultation period. The IARU will host several virtual meetings to allow societies to clarify the proposal.

11.2 Timeframe for Feedback

The feedback period will be open beginning March 21, 2025, the date the proposal is formally communicated to Member-Societies, and ends on May 21, 2025.



Follow-Up Actions

1. A summary of all feedback received will be compiled and shared with Member-Societies.
2. The IARU will organize additional sessions to discuss key feedback points and provide clarity on any updates to the proposal.
3. The final decision-making process, including voting or further consultations, will be determined after the feedback period.

Support for Member-Societies

For any questions regarding the feedback process, please contact the IARU Secretariat at restructuring@iaru.org. (an alias with a committee)

All Member-Societies are encouraged to participate actively. Their insights and perspectives are integral to the success of the IARU's restructuring and its continued mission to support and advance amateur radio worldwide.