



Industrial Workers of the World
Ein Angriff auf Eine(n) ist ein Angriff auf Alle. Seit 1905.

European Strategy Conference 2027

Called for by the Conference Committee of the European Regional Administration (in Formation). Agreed by the GLAMROC Meeting in October 2025.

Saturday 15th and Sunday 16th May 2027

Gästezimmer Neukölln

Reuterstraße 15,

D-12053 Berlin

Saturday May 15th – Day One:

Presentation of members papers: proposing the way forward

Sunday May 16th - Day Two:

Strategic planning: putting our plans into practice, creating a union fit for purpose

The aim of this Conference is to discuss and agree the future direction of our union. Our union is at a vital point in its development and is entering uncharted waters. It is crucial that we all are aware of what lies before us and have broad agreement on the path we want to take.

As this affects all members, participation needs to be as wide as possible. Whilst it is not expected that every member will be able to attend we hope as many of you as possible will do. We are planning to arrange a travel bursary to support attendance. Read on for info.

It is also important that every member has taken part in discussions via their branch and that every branch is well represented. Branches; please start preparing now to write and consider submissions to the conference.

Lastly, there are many ways to be involved in this conference, from organising fundraisers and volunteering to join the conference arrangements committee to speaking in branches, writing papers and turning up on the day. Read on for full details and please, be involved.

Conference Arrangements

The Strategy Conference of the European Regionaladministration (formerly known as the German Language Area in Austria, Switzerland, Germany) is being organised (following a mandate from the October 2025 GLAMROC Meeting) by a Conferende Organizing Committee and supported by the Organizing Department. The Conference Committee with support from several members is arranging all Conference logistics including the venue, transport info and support, accommodation, food, entertainment etc.

The Conference Committee, with input by members, has designed the conference process and terms of reference, and has attempted to make these as inclusive, participatory and practical as possible. We would appreciate the help of more members for the further process.

However, it is vital that this Committee represents the whole membership of the union and so we are urging volunteers to step forwards to join this committee. We would ideally like to see one volunteer from each Branch of the newly European Regionaladministration. For clarity, these are as follows:

Basel GMB (CH)	Innsbruck GMB (A)	Vienna GMB (A)
Bern GMB (CH)	Leipzig GMB (D)	Jura-Alpen-Mittelland (CH)
Bochum/Ruhrgebiet GMB (D)	Salzburg GMB (A)	Zurich GMB (CH)
Members at Large GMB (D)	Solothurn GMB (CH)	Iceland ROC
Hamburg/Waterkant (D)	Vorarlberg GMB (A)	Italia ROC
		France IWW (via Wlsera)
	Cyprus ROC	Greece ROC

If more than one person from any of the above volunteers, the branch must arrange to hold an election ballot of all its members in person or by telephone, email or postal vote. A volunteer from each of these bodies may join at any time, so long as no existing volunteer is serving.

The remit of the Conference Arrangements Committee is as follows:

- Collecting and grouping papers.
- Distributing papers to all IWW GLAMROC members in good time
- Ensuring papers meet requirements
- Supporting the consolidation of papers in advance of and during the Conference (including Saturday evening).
- Reporting to Conference on its activities on both mornings.
- Conducting the Conference.
- Producing the After Conference Report to go to the next GLAMROC Referendum for ratification

We have included the phrase 'consolidation of papers' here. We hope to receive diverse and dynamic papers representing the huge diversity of opinion that resides in our ranks. However, it is also likely that there are strong commonalities between members of our union and we may receive papers that suggest similar things. In this case, the Conference Arrangements Committee will put the writers in touch with each other and encourage

discussion and compromise in order to see similar papers amalgamated and jointly presented in a spirit of co-operation.

The process of evaluating, grouping, consolidating and editing papers will be done in conjunction with the author.

Should the Conference Arrangements Committee reject any paper, that paper may be reinstated by a vote on the internal signal group.

Any decision of the Conference Arrangements Committee may be overturned by a vote of the conference itself.

Conference Papers

This is a call for papers to be submitted to the Conference Arrangements Committee.

Papers can be submitted by any individual member in good standing, provided at least one other member in good standing has seconded the paper. Papers can be submitted in **English or German**. We also try to get **French** Translation.

Papers must meet basic requirements. These are as follows:

1. Papers must not exceed the word limits (see below)
2. Papers must be legible and understandable; If citations are necessary sources have to be indicated. Acronyms and jargon (including 'wobspeak') must be explained or avoided.
3. Papers should fit within the basic 'Terms of Reference' (see below and for exceptions) and be submitted on the template (see attached 'Appendix 1')
4. Papers must include two sections, one for each day so that we don't have just a theoretical discussion but practical consequences.

The deadline for papers to arrive by is:
SUNDAY 20th FEBRUARY 2027 at 6:00pm (MEZ)

Papers can be submitted by email to:

konferenz@wobblies.org

or via online form:

<https://app.zetkin.org/o/1578/surveys/3476>

All Infos also on: <https://konferenz.wobblies.org/en>

Once collected, the papers will be distributed in a 'Strategy Conference 2027 Special Internal Bulletin' by **April 01st 2027** ready for all branches to begin discussions at their March and April meetings. Paper authors and seconding members will be invited to present their papers at the Conference.

Terms of Reference

Below in bold are the basic Terms of Reference. All papers should fit within these parameters*. Below each of these are some questions, terms, statements etc that we might want to try and address during the conference. These are intended to help to ignite ideas and opinions on issues and will form the main base of the conference.

All submissions MUST include two sections, one for each day.

*However papers on issues not covered by the Terms of Reference will be considered by the Conference Arrangements Committee and accepted by majority vote.

The Terms of Reference for each day are as follows in bold:

Day 1:

Strategic direction and overview of the role of the IWW within the current economic, social and political environment.

(Word Limit: 500 words)

What are we?

Syndicalist union? Dual card union? Fighting union? Rank 'n' file union? Direct action union? The union for all workers? Which role plays self help amongst workers?

What do any of these descriptions mean?

The IWW has traditionally titled itself a Revolutionary Industrial Union. What is Revolutionary Industrial Unionism today? What role should the IWW play in this?

The IWW set's One Big Union as one of its aims. How could this come about and what role should the IWW play?

Does fighting for short term gains contradict our long term aims? Or the other way round?

Do we adhere to a historical stance or do we adapt to the times, or both, or neither?

Who are we and who are our allies?

Who are our members?

Who are our potential members?

How representative is our membership? What does this mean?

How do demographics and equalities affect our union? Should they and if so how?

Does the IWW stand in isolation?

Who are our allies?

Who should we work with and how?

What is our relationship to other trade union federations?

What is our relationship to other unions mainstream and otherwise, like the FAU (Freie ArbeiterInnen-Union), Swedish SAC, Italian Si Cobas etc?

What does the economic, social, ecological and political environment mean for the IWW?

What opportunities do the changing environment, cuts agenda, feminist movements, right wing movements, right to the city movements and flows of refugees present to us?

What are the implications of technological attack ('digitalization') and the crisis of the Eurozone for us?
How does change in the economy affect power relationships?
What are the areas for growth for our union?
Do we target sections of the economy?
What is the future for the social democratic/communist trade unions and the European model of 'social partnership'?
Which role do we play in the needed social-ecological transformation and the militarization within Europe?

What should we do?

What is 'Organizing' and how can we organise?
Do we build on a 'servicing' or 'organising' model, neither, or both?
Dual card organising? Greenfield organising? Competing with other social democratic/anarcho-syndicalist/communist unions?
Public sector or private sector?
Can we take on groups of workers with no union experience?
What emphasis do we give to our development of Works Council Elections legal actions and collective bargaining agreements?
Are we a home for groups of workers who are disillusioned with the mainstream unions?
Tactics, what tactics do we use?
Do we use legal avenues or wildcat? When do we use which tactics?
Do we seek recognition all the time or just sometimes?
What should IWW education be? How should the union educate it's members?
Do we start an self-help amongst workers? The founding of militant cores? Within or outside of the shop floor? Do we support already existing cores or do we build new ones? Do we begin with the suffering within or as a result of wage labor (eg. Existencial problems, pain, overload)? At the technological attacks form Bosses and their "Artificial Intelligence"?
How should we respond to the rise of fascist movements and military buildup?

Day 2:

Organisational development required to support the strategic direction of the IWW.

(Word Limit: 250 words)

Papers for Day 1 need to come accompanied by details of what resources and structure are required to carry them through. The union is moving into a new phase, what are the structural requirements for the future? It is crucial that ideas from day one are doable.

Skills, Training and Education.

What training and education do we need?
How should we develop training and delivery?
What level of human resources do we need with what expertise to meet this? Do we need an kind of institute so support our training efforts? Do we need a grant program to temporarily fund fellow workers so they can support and be compensated for supporting other organizing efforts?
Which roles do External Organizers have?

Recruitment, industrial branch and general membership branches development.

How and where do we recruit? How should we target recruitment and meet our potential? How important is recruitment alongside other activities of the union such as organising and education?

How do Regional Committees form and relate to branches?

Do we have a uniform branch model?

What responsibilities do branches have?

Structure, Procedures and Internal Democracy.

Is the current IWW EURA structure democratic and fit for purpose? If so, what other issues are present? If not, why not, what needs to change?

At what level should decisions be made? Who should be able to decide what, do what and with what level of authority?

Do we need a system for authorising Industrial Action?

What issues for internal democracy have arisen due to progress and how might they be addressed?

Financial Issues.

Do we raise dues?

Do we dedicate a percentage of income to organising?

Legal Issues.

How do we run industrial action? Do we want to stand for works council elections? If yes, with what strategy? And/or do we take unofficial action? Challenge the anti-trade union laws? If so how?

Do we have to recognise different legal frameworks in Switzerland, Austria and Germany and what does that mean?

How should other laws affect us?

How might we draw up collective bargaining agreements? What negotiation skills do we need and how do we achieve this?

How do we protect our membership, infrastructure and finances from legal challenge?

What legal structures and support might we want for case work and how do we achieve this?

Other resources Needed.

What departments and committees do we need? How should these be structured and relate to the union democracy?

Do we need paid employees now or in the future?

Do we need finance on top of dues revenue, if so what and how do we get it?

Branch Discussions, Conference Decision Making and Mandates

All branches are urged to promote debate immediately. December meetings should be used to help frame proposed papers. March and April meetings should see papers debated rigorously by members.

However, we would like to think that there is much room for a shift in views and opinions during the course of the debate and at the Conference itself. It is important that members are able to present their papers at the Conference in a meaningful way, knowing that

decisions have yet to be made. For this reason we are not encouraging branches to make decisions in advance, endorse particular papers or arguments nor mandate any delegates to this Conference.

Instead, we urge the widest, most creative debate possible. Further, we urge the widest, largest and most diverse attendance at the Conference possible. Branches should seek to support as many members to attend this Conference as possible and we hope a travel bursary will be available at EURA level too.

We understand this is unorthodox and maybe controversial in the IWW. However, we feel that this Conference needs to involve and excite as many individual members of the union as possible, not only the usual suspects who end up as Officers and Delegates.

Majority votes will be taken at the Conference. However, the final decisions of the Conference will not become policy without being ratified by the following EURA Referendum which will of course use the normal delegate structure.

After The Conference.

The aim of the Strategy Conference is to provide a guide for the future development of the union. A report will be drawn up by the Conference Arrangements Committee at the conclusion of the conference outlining what was agreed and that report will be submitted to the EURA Referendum with a recommendation to be adopted as the union's future strategy.

Transport, Accessibility, Accommodation and Food.

Arrangements for transport info and support, accommodation and food during the conference are to be confirmed. Please indicate needs and preferences upon registration.

The conference venue is accessible. We also hope to provide translations and signing for any members who need it. If you are willing and able to volunteer to help with this, please get in touch ASAP.

We also hope to arrange a social event on the Saturday. Details are to be confirmed.

Volunteer!

There are lots of ways to be involved in this historic event, please get involved if you can:

- As previously mentioned, you could volunteer to join the Conference Arrangements Committee
- Can you help with translation or signing?
- Could you provide accommodation?

Would you like to volunteer in any other way? Please let us know!

REGISTER NOW!

We need to know if you are coming and what you need. There will be no admittance without prior registration. You can register online or use the form attached here today. Many thanks!

Register online: <https://konferenz.wobblies.org/en>

Or via Email: konferenz@wobblies.org

The deadline for registration is:
SATURDAY 28rd March 2027 at 6:00pm (MEZ)

Let's work together to build for a very vibrant and positive Strategy Conference.

The deadline for papers to be submitted is:
SUNDAY 07TH February 2027 at 6:00pm

Any questions can be send to: konferenz@wobblies.org

All information can be downloaded at: <https://konferenz.wobblies.org/en>

For the One Big Union,
Conference Committee, August 2027

