

## INTERNATIONAL ERGONOMICS ASSOCIATION

Meeting of the Council 1990, Kyoto, Japan

## REPORT OF THE PRESIDENT

The activity period 1989 - 1990 has been a time of consolidation of several IEA functions: We are more and more clearly identified as an organization, which represents an original and growing science and discipline. Some of the since long time recognized problems in the life of the Association still persist: The contacts between some of the member societies and the IEA are, in spite of continuous efforts, still less than active.

The IEA has had active and fruitful contacts with the ILO and the WHO. ILO has engaged the IEA to produce "Ergonomic Checkpoints", a practical handbook on ergonomics and will also pay for that service. Last January IEA made a proposal on a joint ILO-IEA meeting on ergonomics in East-European countries. This proposal was received positively by the ILO and if negotiations proceed well. such a meeting will take place either in Hungary or in Poland next year.

Ergonomics in the WHO has suffered from their bad financial situation. IEA approached the Director General of the WHO and stressed the significance of the ergonomics in the prevention of occupational diseases. The WHO Office of Occupational Health started this year a planning and promotion operation, which led to a three day meeting (WHO Consultation in Occupational Ergonomics), chaired by the President of the IEA. The meeting should result in a new appraisal of ergonomics in the WHO and consequent activation of WHO - IEA collaboration.

A letter was sent by the end of last year to all Presidents of the member societies and to Science and Technology sub-committee members. The purpose of the letter was to have criticism and proposals from the leading persons on the relations between the IEA and the member societies. Although the response rate was not 100%, the responses give important information on the problem areas, apart of the usual communication problem. In general, the the profile of the IEA needs further clarification. Efforts to improve the exchange of ergonomic information was proposed by several respondents. Some of the respondents wanted to increase IEA subsidized activities. It was also proposed, that IEA should promote education and training through student courses and by information on educational organizations abroad. The education and training activities should be organized also based on a certain geographical area in order to minimize traveling costs and to increase interest.

The IEA has been in touch with several potential members societies, South Korea, China, India, Soviet Union. In the latter an ergonomic society has been identified, with which negotiations will continue. Relations to member societies will be reported by the Secretary General.

Ergonomics in developing countries continue to be one of the main priorities of the IEA. IEA is currently exploring possibilities to subscribe journals to members in developing countries and help them organize ergonomic training. Chair of the Policy and Planning Committee and the Treasurer will report on these efforts.

## INTERNATIONAL ERGONOMICS ASSOCIATION

### REPORT BY THE HONORARY TREASURER - JUNE 1990

#### Introduction

This has been a year with much less happening, and so my report can be quite short.

#### Membership Fee Position

The current position is given in Annex 1. It should be noted that because of inevitable delays in clearing the previous year I leave the process of reminding Society treasurers until June/July, which is why I do not show any 1990 dues.

The comments I would offer are as follows. I have just received the 1989 & 1990 dues for the Gesellschaft fur Arbeitswissenschaft since preparing the accounts and just before writing this report. I am fairly confident that the arrears from the Hungarian and Polish Societies will be paid in due course. However, with regard to the Brazilian Society, I am very doubtful that any payment can come for some time; I have received a letter from the former treasurer saying that the very high inflation (up to 100% per month) makes any payment impossible.

#### Financial Statement - Income and Expenditure

This statement to 30 June is given in Annex 2 for US \$ and in Annex 3 for Swiss Francs. The contents need little comment. You will note that as requested I show the donation from the Ergonomics Society of Australia of 10,000 Swiss Francs, to establish a special sponsorship fund, as a separate entry.

Because the bald record of payments in and out up to a particular date does not give a clear or full view of the general situation, I present an estimated position next.

#### Financial Statement - Estimated Position mid 1990

This statement is given in Annex 4. In the estimated receipts I have included those membership fees which I confidently expect to be paid. Regarding expenditure, I have of course based this on the previous budget approved by Council and the Executive committee, with some allowance for inflation and travel cost increases.

#### Budget Plan 1990-91

Therefore, at the end I present the proposed Budget Plan for 1990-91. My best estimate at present is a modest running surplus of about US\$ 5,000 to 7,000 depending upon Committee and Officers' costs. I am pleased to be able to report that the US\$ 30,000, proposed last year to be regarded as a capital reserve (with the ESA Sponsorship Fund included within it), has been satisfactorily retained and can reasonably be regarded as such.

#### Conclusion

Thus I suggest to Council that progress is satisfactory and no major changes are needed for the next year.

Professor B. Shackel (Hon Treasurer)

## MEMBERSHIP DUES IEA (at 30 June 1990)

Annex 1

	1988			1989		
	Dues	Arrears	Members	Dues	Arrears	Members
Belgian Erg. Soc.	Not yet a member in 1988			F 474		55
Ergonomics Society	F2491		658	F2443		634
Ergonomics Society of Australia <del>and NZ</del>	F2195		510	F2223		524
Gesellschaft fur Arbeitswissenschaft	F2241		533	<i>Just paid</i>		
Human Factors Assoc of Canada	\$ 735		245	\$ 795		292
Human Factors Society USA	\$4427		2830	\$4203		2921
Hungarian Society for Org. & Man. Sci.		?	70			
Japan Ergonomics Research Society	F1287		278			
Nederlandse Vereniging voor Erg.	F2395		610	F2303		564
Nordic Erg. Soc	F3469		1147			
Osterreichische Arbeitsg.s. fur Erg.	F 331		39	F 320		39
Polish Erg. Soc.		?	200			
Societe d'Ergonomie de Langue Francaise	F1495		330	F2301		563
S.E. Asia Erg. Soc.	F 543		92			
Societa Italiana di Ergonomia	F 855		170			
Yugoslav Erg. Soc.	F 375		50			
<u>Affiliated Societies</u>						
Brazilian Ergonomics Society		?				
Human Ergology Res. Assoc., Japan	F1020		230	F1020		230
SF 18697 US \$ 5162			7992	SF 11084 US \$ 4998		5822

Financial Statement - Income & Expenditure US \$ 1989/90 Annex 2

International Ergonomics Association per 30 June 1990

U.S. \$

Balance brought forward - from Statement 30 April 1989 28,211.34

RECEIPTS

1. Repayment of Seed Money/Conference Surplus Share

1986 ODAM Conference - sales of Proceedings	119.51	
1989 IEA Educational Directory - sale	<u>29.52</u>	
	149.03	149.03

2. Membership Fees U.S. \$

1989 - USA HFS	4,203.18	
1989 - Canada	<u>795.46</u>	
	4,998.64	4,998.64

TOTAL RECEIPTS 5,147.67

EXPENDITURES

1. Seed Money for Future Conferences

1988 SEAS (Bali) paid in arrears	2,000.00	
1990 Hawaii (Manufacturing Technology)	2,000.00	
1991 11th IEA Congress, Paris France	<u>4,000.00</u>	
		4,000.00

2. Printing and Mailing Costs

Stationery	213.62	
Secretary & Treasurer postage/phone	1,620.26	
Secretary-General secretarial services	<u>2,000.00</u>	
	3,833.88	3,833.88

3. Travel Expenses

Officers & Executive Committee	9,101.25	9,101.25
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4. Bank Charges

On expenses, etc. transfers	295.15	295.15
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TOTAL EXPENDITURES 17,230.28

BALANCE 16,128.73

Reconciliation

Balance at Bank 30.6.90 = U.S. \$ 16,128.73

Financial Statement - Estimated Position mid 1990  
International Ergonomics Association per 30 June 1990

Annex 4

U.S. \$

Balance brought forward - from Annex 2	16,128.73
- from Annex 3 (by approx conversion)	<u>37,809.64</u>
Total balance in hand - approximate (by Sw Fr to \$)	53,938.37

EXPECTED RECEIPTS

1. Repayment of Seed Money/Conference Surplus

0.00 0.00

2. Membership Fees

1987 - membership fees due - approx.	0
1988 - membership fees due - approx.	1,430
1989 - membership fees due - approx.	<u>9,225</u>
Sw Fr 10,655 approx.	7,665.47

Total Expected Receipts 7,665.47

EXPECTED EXPENDITURES

As in Jan. 1989 & 1990 Budget Revised after Executive Committee (attached)

Seed Money for Conferences - already spent	0
Printing and mailing	1,200
Officers travel costs	9,000
Working Committees costs	8,200
IEA Awards	1,000
Support for special schemes	6,500
Internl. Directory Educatnl. Programs (spent 1988/9; more?)	1,400
Secretary General & Treasurer - secretary and misc. office costs	3,500
Bank charges - less bank interest	<u>500</u>
	31,300

Total expected expenditures 31,300

ESTIMATED SURPLUS

30,303

INTERNATIONAL ERGONOMICS ASSOCIATION

BUDGET PLAN - JUNE 1990

Estimated Budget for the Year July-June 1990-91

This budget plan has been prepared to include the expenditures authorised at the Meeting of the IEA Council in Noordwijk, Netherlands, and at the Executive Committee in Montreal, Canada, in January 1990. It also includes some adjustments to allow for inflation and increases in travel costs. As always, the variation in IEA expenditure is considerable, and budgeting is not easy; for example, several types of expenditure may only occur once in three years (eg. conference seed money) and the subsequent repayment with any surplus as income occurs much later. Again, the size of travel costs is very difficult to predict. Less frequent meetings of the Council or Executive Committee, or some officers able to cover costs from other budgets, would improve the position; more frequent meetings than one per annum of each, would worsen it. However, I believe the following figures represent a reasonable middle position for the IEA annual budget.

<u>Estimated Expenditure</u>	<u>U.S. \$</u>
Seed money for conferences -	5,000.00
Printing and mailing	
Newsletter	300.00
Officers	200.00
IEA brochure	1,200.00
Officers Travel Costs to Council and Executive Committee - 1 of each per annum (allow 6 x 1500)	9,000.00
Working Committee costs	
Science & Technology	2,400.00
Education	1,600.00
Publications	1,000.00
Policy & Planning	2,200.00
Public Relations & Promotions	2,000.00
IEA Awards	1,000.00
" " - plus, if new scheme approved,	1,000.00
Special schemes - Slide-Tape presentation	1,000.00
" " - " " (if extra needed)	3,000.00
" " - Guidelines for Congresses - Metz & Wisner travel expenses	500.00
International Directory of Educational Programs	1,400.00
Miscellaneous office costs	500.00
Secretarial General - secretary & office costs	3,000.00
Treasurer - secretary & office costs	2,000.00
Bank charges	500.00
	<u>38,800.00</u>
*Estimated SURPLUS at 30.6.91	<u>35,997.77*</u>
	74,797.77

Estimated & Available Income (at current subscription basis)

Balance in hand at 30 June 1990	53,938.37
Repayments of seed money	6,000.00
ESA Sponsorship Fund (10,000 Sw Fr)	7,194.00
Membership dues from Federated Societies	<u>7,665.47</u>
	74,797.77

\*Estimated Surplus - current accounts - 5,997.77  
- capital reserve - 30,000.00  
(Including ESA Sponsorship Fund) 35,997.77

Professor B. Shackel (Hon Treasurer)

Financial Statement - Income & Expenditure S.Fr. 1989/90 Annex 3

International Ergonomics Association per 30 June 1990

Sw. Fr.

Balance brought forward - from Statement 30 April 1989 37,503.83

RECEIPTS

1. Repayment of Seed Money/Conference Surplus Share

2. Membership Fees Sw. Fr.

1987/8	- Italy	2,038.76	
	- Japan Hum. Ergol.	2,040.00	
	- Nordic	5,735.50	
1989	- Belgium	474.38	
	- UK	2,443.00	
	- Netherlands	2,420.38	
	- S.E.L.F.	2,301.00	
	- Japan Hum. Ergol.	1,020.00	
	- Austria	320.38	
1988/9/90	- Australia	<u>6,615.00</u>	
		25,408.40	
	Bank Interest	3,085.91	
	<b>TOTAL RECEIPTS</b>	<u>28,494.31</u>	<u>28,494.31</u>

EXPENDITURES

1. Seed Money for Future Conferences

0.00 0.00

2. Printing and Mailing Costs

Stationery 0.00 0.00

3. Travel Expenses

Officers & Executive Committee 7,579.87 7,579.87

4. Meeting & Secretarial Expenses

Noordwijk Council etc. 4,842.74 4,842.74  
Commemorative Plaque and Arrangements 904.31 904.31

5. Bank Charges

On transfers 115.82 115.82

**TOTAL EXPENDITURES** 13,442.74

BALANCE 52,555.40

(At a conversion rate of 1.39 S.Fr. to \$1 = US \$ 37,809.64)

Plus Ergonomics Society of Australia - Special payment to establish ESA Sponsoring Fund for Conferences etc. in the S.E. Asia and Pacific Region - 10,000.00



INTERNATIONAL ERGONOMICS ASSOCIATION

MEMBERSHIP DUES UNPAID

(At 30 June 1990)

1987/8/9/90

Affiliated Society - Brazil Ergonommics Association  
never yet paid so not yet an IEA member

1988/89

Federated Society - Hungary - resigned membership early 1990

1988/9/90

Federated Society - Poland

1989/90

Federated Society - Germany (just received before I left my office)  
Italy  
Japan Ergonomics Society  
Nordic  
Yugoslavia  
SEAS

1990

Federated Society - Austria  
Canada  
SELF  
UK  
USA  
Belgium

Affiliated Society - Japan Human Ergology Society

B. Shackel. Honorary Treasurer.

INTERNATIONAL ERGONOMICS ASSOCIATION

BUDGET PLAN 1990-91

<u>Estimated Expenditure</u>	<u>U.S. \$</u>
Seed money for conferences	5000.00
Printing & mailing:-	
Newsletter	300.00
Officers	200.00
IEA brochure	1200.00
Officers Travel Costs to Council & Executive Committee - 1 of each per annum (allow 6 x 1500)	9000.00
Working Committee costs:-	
Science & Technology	2400.00
Education	1600.00
Publications	1000.00
Policy & Planning	2200.00
Public Relations & Promotions	2000.00
Newsletter Editor costs	1000.00
IEA Awards	1000.00
"    "    plus, if new scheme approved,	1000.00
Special schemes - Guidelines for Congresses -	
"    "    Metz & Wisner travel expenses	500.00
"    "    - new Council members 1 day seminar	500.00
Directory of qualifications in ergs. at postgrad. level	500.00
Miscellaneous office costs	500.00
Secretary General - secretary & office costs	3000.00
Treasurer - secretary & office costs	2000.00
	500.00
	-----
TOTAL EXPENDITURE	35400.00
*Estimated SURPLUS at 30.6.91	39397.77
	=====
<u>Estimated &amp; Available Income</u>	
Balance in hand at 30 June 1990	53938.37
Repayments of seed money	6000.00
ESA Sponsorship Fund (10,000 Sw Fr)	7194.00
Membership dues from Federated Societies	7665.40
	-----
TOTAL INCOME AVAILABLE	74797.77
	=====
<u>*Estimated Surplus</u>	
Current accounts	9397.77
Capital reserve	22806.00
ESA Sponsorship Fund	7194.00
	-----
TOTAL SURPLUS	39397.77
	=====

## **Report of the Policy and Planning Committee - Kyoto, 1990**

The Policy and Planning Committee's current activities fall into 3 main areas: 1) conducting a survey of IEA member societies of their historical development, current trends and future needs, 2) organizing a workshop for the 1991 IEA Congress on the future of international ergonomics and the IEA, and 3) establishing policy for administering funds to support conferences in developing countries. The report discusses progress in each of these areas. In addition, the Committee developed proposals for amending the Rules concerning the definitions of membership categories and qualifications for membership.

### **Survey of IEA Member Societies**

The purpose of this survey of IEA member societies is to gain a better understanding of the state of ergonomics and professional ergonomics societies around the world - a snapshot of ergonomics on a global level. This will be a valuable source of information for those interested in gaining an international perspective of the discipline and for documenting the current state of affairs. Each federated society will be asked to prepare a document describing its history, its relationship, if any, to other organizations within the country, its membership broken down by category and sector of employment, the views of its leadership of the future of ergonomics in the particular country, and its needs vis. a vis. the IEA, etc. This information will also be useful in identifying trends and patterns which could help in long-term planning for the IEA.

It is planned to send the survey to official council representatives as well as to Presidents and Secretaries of each society. To ensure the highest possible response rate attempts will also be made to contact key individuals in the various countries.

The survey will include, but not necessarily be limited to, the following categories of information:

- The state of education (how many universities, what kind of courses, how many students, what level of education, etc.)
- Economic sectors employing ergonomists or utilizing ergonomics (e.g., primary industries, manufacturing, utilities, governments, academia, services)

- Society membership breakdown (e.g., membership categories and qualifications, as well as breakdown by occupational groups such as academicians, practitioners or consultants, managers, industries and breakdown by professional training such as psychologists, engineers, life scientists, etc.)
- Brief history of ergonomics development in country, historical milestones, notable achievements, major figures, etc., including historical development of society
- Major institutions and focus of ergonomics R&D
- Current priorities of the society and agenda for future efforts, needs
- Methods of communication among ergonomists
- Relationship with other national professional societies

Michelle Robertson, USC, has agreed to help coordinate this survey. We would, of course, like 100% response rate to derive comparisons between countries, identify global trends, and provide some quantitative information about the state of ergonomics in various parts of the world. Excerpts of this study will also be published in Ergonomics International.

### **Workshop: The Future of International Ergonomics and the IEA**

The Executive Committee approved in principle the holding of a workshop to explore strategic options for the IEA based on a new 'vision' of the future. Organizers of the 1991 IEA Congress have kindly agreed to provide space in the technical program for a panel session entitled "The Future of International Ergonomics and the IEA".

The session will be chaired by IEA President, Ilkka Kuorinka. It will be based on a panel format in which 3 or 4 panelists will present their analysis of the past, present and future (20-30 minutes each). This will be followed by a general discussion which we hope will elicit widespread participation. The panelists will be asked to prepare a discussion paper for presentation at the Congress, describing their perspective of (1) the history of ergonomics and the IEA in the context of the international social, economic, political and scientific environment, (2) the current state of affairs vis. a vis. major areas of application, impact and effectiveness, organizational network and interrelationship with other disciplines, (3) future directions, new initiatives, scientific and technology thrusts, needs for trend monitoring, etc. Discussion papers will be submitted to Dr. Kuorinka 2 months prior to the Congress who will review them for consistency of format and prepare a framework for the workshop.

Some issues that might be considered include;

- the need for formalizing a structure for the field of ergonomics (such as in medicine),
- approaches to enhancing our relations with other professional groups, organizations and institutions,
- and strategies for attaining maximum impact on international labour and materials standards,
- human factors education,
- feasibility of networking to promote better communications within the international ergonomics community, etc.

*We would welcome suggestions for additional topics.*

There are two different approaches that we may take in organizing this workshop, as outlined below. Council will be asked for comments on these approaches and a decision will be made at the Tokyo meeting as to which approach will be followed.

**Option 1.** Select 3 specific topics from the list. For each topic, an individual who is considered a leading expert in the area will be invited to serve as panelist.

**Option 2.** Invite prominent individuals who have attained recognition for their contributions to ergonomics and/or the IEA to serve as panelists. They will identify and analyze issues and priorities, based on their personal experiences and perspective of the profession and professional organization.

*We would welcome suggestions for potential panelists.*

### **Australian Fund for Conferences in Ergonomics in Developing Countries**

The P&P Committee has begun to develop criteria for the administration of an IEA fund for sponsoring conferences in developing countries. This initiative is in response to an offer made by the Ergonomics Society of Australia at the IEA Council meeting in Noordwijk to contribute part of the surplus of the 1988 IEA Congress to establish a fund for sponsoring conferences in developing countries (with particular emphasis on Southeast Asia and South Pacific regions). A sum of about 10,000 Swiss Francs was offered for establishing this fund. In accepting the offer, Council noted that it was unprecedented and very generous. Council asked the Policy and Planning Committee to prepare the principles for administering this fund.

The fund will be used to provide 'seed' money to help defray start-up costs for locally organized conferences or meetings. As such, it is refunded at the completion of the event, assuming there will not have been a major financial loss.

Initially, in view of the amount involved, I will assume that some, or all, of the principal amount will be made available as 'seed' money to conference organizers, notwithstanding the risk of non-recovery. At some future time, however, if the fund is large enough to yield interest in amounts that could be meaningfully used as seed money, it may be desirable to convert this to a perpetual fund and make available only a portion of the reserve.

While the start-up capital for the fund will be 10,000 SF, I can envision this fund to grow in future years. I am hopeful that the establishment of this fund may in fact stimulate other societies to make similar contributions. This leads to the question as to whether the IEA should establish one general fund or several individual funds. One consideration in this decision is the need to associate the name of the contributing societies with the fund in recognition of their support. However, while this decision may not need to be made now, the administrative criteria that we develop should be generalizable beyond the Australian fund (e.g., it should not specify any specific region of the world).

The task, therefore, is to consider how such a fund could be deployed to achieve maximum benefit for ergonomics in developing countries and to develop the mechanisms for administering the fund. A draft of the terms of reference for the fund is attached for your review.

### **DRAFT TERMS OF REFERENCE**

#### **Australian Fund for Conferences in Ergonomics in Developing Countries**

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This fund is administered by the International Ergonomics Association (IEA) for the purpose of promoting ergonomics in developing countries. The fund was established with funds generously provided by The Ergonomics Society of Australia.

The fund makes available seed money to societies or other groups to cover initial start-up expenses for conferences, symposia, workshops or other similar events which have as their main objective the promotion of ergonomics through dissemination or exchange of knowledge and information in ergonomics.

The amount provided by the IEA will be refunded upon the completion of the event. It is expected that such events will be budgeted on a cost-recovery basis and that the seed money will be identified as a liability.

The fund is managed by the Treasurer of the IEA separately from other IEA accounts. The account will be identified in the Treasurer's annual report to Council.

To establish eligibility, groups or organizations other than IEA federated or affiliated societies should meet the following criteria:

- the organizer or organizers should be qualified in ergonomics
- groups in regions represented on the IEA should attempt to coordinate with the local society prior to submitting their proposal
- the primary purpose of the event should be the promotion of ergonomics
- organization should have local representation by government, academia or industry

Interested societies or eligible groups should submit proposals to the chairman of the Technology Transfer Subcommittee (TT) of the Science and Technology Committee (S&T) for consideration. The request should include information about

- amount needed for start-up
- nature of the event
- purpose of the event
- expected audience and attendance
- draft budget
- subject area
- organization details
- qualifications of organizers and key speakers
- other sponsors

The Science and Technology Committee will recommend acceptance or rejection of individual applications to the Executive Committee of the IEA. The Executive Committee will approve or deny applications after due consideration of the recommendations of the S&T Committee. Decisions of the Executive Committee will authorize the Treasurer to appropriate and receive funds, as required.

Requests for proposals will be communicated via notices in Ergonomics International, correspondence with IEA member societies and announcements conveyed through WHO and ILO. A communications plan will be drafted by the TT Subcommittee

### **Proposed Amendment to the Rules - Membership Categories:**

Following a review of the IEA membership categories by the IEA Policy and Planning Committee, the Executive Committee recommends the renaming of the category 'Affiliated society' to 'Affiliated member' to be defined in the Rules as follows: **"Affiliated members will be other national or international professional societies that are ineligible for federated society status or national groups or organizations provided no federated society exists in their area. (Note, Affiliated members are entitled to send a non-voting representative to Council)".**

This amendment also requires amendments to the 'Qualifications for Membership' section to **delete** the requirement for Affiliated members to be duly constituted as legal entities and having official by-laws with elected representatives. The last paragraph of this section (6) should therefore read, **"Societies applying for or having membership as an Affiliated Society shall meet criteria 2 and 4."**

If approved, the new category of Affiliated member would incorporate the category currently defined as Associated societies (of which there are presently no members). **Hence, it is proposed to delete the membership category of Associated societies.**

The deletion of the Associated society category will require appropriate housekeeping changes to be made to other parts of the Rules and other IEA basic documents.





OLD WORLD - NEW WORLD  
ONE WORLD

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# INTERNATIONAL ERGONOMICS ASSOCIATION

July, 1990

## Council Report of the Education and Training Committee (September '89 - June '90)

This report contents items dealing with

- I The state of the art of the 3  
E&Tr/Subcommittees
- II The progress of the HETPEP-working  
group
- III Education and Training Ergonomics in  
Eastern Europe

I The state of the art of the 3  
E&Tr/Subcommittees

1. A list of participants for the various subcommittees is since last September ready for use.  
Although there is a wide variety of participating societies/countries we still lack (I repeat my remarks during the Noordwijk-Council) participation from some very important societies like Erg. Society, Gesellschaft für Arbeitswissenschaft, Japanese Ergon. Research Society.  
We have to update the list (with fax-numbers) mid autumn. So I ask urgently for completion!.

2. Subcommittee 1/Accreditation and Certification

Chairman: prof. dr. P. Stager/Canada.

Total nominations: 9.

I was informed that the response to the letters of dr. Stager to the SC 1-members has not been strong. Still SC 1 is planning some presentations at the Paris-congress 1991.

For the HETPEP-working group: see item b.

3. Subcommittee 2/ Methodes of Teaching Ergonomics

Chairman: prof. Xavier Cuny/France.

Total nominations: 6.

Owing to heavy workload dr. Christol, the formerly chairman, was replaced by prof. Cuny since last May. Prof. Cuny promised me to start his SC 2-job as soon as possible.

4. Subcommittee 3/Education Ergonomics in Developing Countries

Chairman: prof. H. Shahnavaaz/Sweden

Total nominations: 5.

SC 3 has prepared and reported a survey on ergonomics education for students from developing countries.

The very interesting results were presented to the Annual International Industrial Ergonomics and Safety Conference 1990/Montreal.

5. I will make some suggestions to the 3 Subcommittee chairs to organize a meeting during the Paris-congress in order to discuss more easily the scope of work, the most practical way for communicating, etc.

## II The progress of the HETPEP-working group

(HETPEP: Harmonization of European Training Programs for the Ergonomics Profession). A working group (related with the scope of SC 1) with members of France (SELF)/UK (ES)/Germany (GfA) and the Netherlands (NVvE) as convener met 2 times 2 days at Leiden/the Netherlands. The aim - more or less inspired by an European Community meeting in Luxembourg (1987) under the title "Education and Training for Ergonomics in the European Community" - has to do with harmonizing education and training in ergonomics on postgraduate level within the european area.

Both meetings (October 1989 and March 1990) were very succesfull. The working group pursues to prepare a first draft Education and Training Program in Ergonomics, autumn 1990. The program includes three main parts

1. Education
2. Training
3. Experience

This first draft with a more detailed content will be sent to the federated societies for comments. A second draft will be presented and discussed at the Paris IEA-congress.

The working group will conclude his work before 1992.

The final European Education and Training program will entitle the admission to the register of euro-ergonomist (eur-erg).

## III Education and Training Ergonomics in Eastern Europe

In relation with the developments in Eastern Europe IEA has to develop as soon as possible a coherent policy in order to promote Ergonomics on a balanced way dependent to the actual state of the art with ergonomics in the various East European Countries. The Education and Training aspect will be certainly an topic of immediate importance. For that reason I propose to establish a new Subcommittee (SC 4) under

the Education and Training umbrella with the scope Ergonomics in East and Middle Europe. Participants in SC4 are at least 50% from those countries. SC4 will meet in Eastern Countries. Financial support has to be discussed.

D.P. Rookmaaker

## TERMS OF REFERENCE

### Australian Fund for Developing Ergonomics in South East Asia

This fund is administered by the International Ergonomics Association (IEA) for the purpose of promoting ergonomics in developing countries with particular emphasis on countries in South East Asia. The fund was established with funds generously provided by the Ergonomics Society of Australia.

The fund makes available seed money to societies or other groups in developing countries to cover initial start-up expenses for conferences, symposia, workshops or other similar events which have as their main objective the promotion of ergonomics through dissemination or exchange of knowledge and information in ergonomics, and which are to be held in a developing country.

The amount provided by the IEA will be refunded upon completion of the event. It is expected that such events will be budgeted on a cost-recovery basis and that the seed money will be identified as a liability.

The fund is managed by the Treasurer of the IEA separately from other IEA accounts. The account will be identified in the Treasurer's annual report to council.

Normally proposals will be accepted from IEA member societies. However, groups or organizations other than IEA federated or affiliated members may submit proposals provided:

- \* the organizer(s) are qualified in ergonomics
- \* where there is a member of the IEA in the region, attempts are made to coordinate the event with the local member prior to submitting the proposal
- \* the primary purpose of the event is the promotion of ergonomics and addresses the needs of developing countries in that region
- \* the organizing committee has representation from government, academia or industry.

Interested societies or eligible groups should submit proposals to the Secretary-General of the IEA addressed to the attention of the chairmen of the Technology Transfer subcommittee (TT) of the Science and Technology Committee (S&T) and the Education & Training Committee (E&T) for their consideration. The request should include information about:

- \* nature of the event
- \* purpose of the event
- \* subject area
- \* expected audience and attendance
- \* amount needed for start-up
- \* draft budget and estimated registration fee
- \* organization details, including timeframe and preparation schedule
- \* qualifications and affiliations of organizers and key speakers
- \* other sponsors
- \* plans to publish and distribute proceedings or record of event

Proposals from groups not affiliated with the IEA should be signed by at least three persons qualified in ergonomics. The proposal should indicate that the individual applicants are authorized by their employers or affiliated institutions to undertake the event.

The Science and Technology Committee and the Education & Training Committee will recommend acceptance or rejection of individual applications to the Executive Committee of the IEA. The Executive Committee will approve or deny applications after due consideration of the recommendations of the S&T Committee and the E&T Committee. Decisions of the Executive Committee will authorize the Treasurer to appropriate and receive funds, as required.

Requests for proposals will be communicated via notices in Ergonomics International, correspondence with IEA member societies and announcements conveyed through WHO and ILO. A communications plan will be drafted by the TT subcommittee.

## REPORT OF THE SCIENCE AND TECHNOLOGY COMMITTEE

Kyoto, July 1990

During the past year, a new subcommittee has been added to the Science and Technology Committee. The Environmental Ergonomics Subcommittee thus becomes the tenth subcommittee. This new group is chaired by Alan Hedge of Cornell University who is presently engaged in constituting the subcommittee. Major areas of interest include the ergonomic aspects of the constructed physical environment as well as ergonomic considerations with respect to the natural environment.

In accordance with current policies and procedures, the Science and Technology Committee is charged with providing technical support and recommendations for the technical program of the IEA Triennial Congresses. Accordingly, each subcommittee chair has been requested to actively participate in the planning and organizing of the technical program for The Eleventh Triennial Congress to be held in Paris, France on July 15-20, 1991.

In January, President Kuorinka wrote to each subcommittee chair with a request to outline the most important issues to be improved and developed within their technical areas of interest from an international ergonomics viewpoint. Not all subcommittee chairs responded, so I have written a follow-up letter to request this information. Several subcommittee chairs did provide useful information and suggestions, and their efforts and active participation are greatly appreciated.

Efforts are now under way to update and reaffirm membership and participation in each subcommittee. Several suggestions regarding subcommittee membership, tenure, and participation have been received and will be acted upon during the coming year. The goal is to have active participation in the affairs of IEA by each and every subcommittee and its individual members. Subcommittee chairs have been urged to take a proactive approach in order to obtain constructive suggestions and comments to help realize the objectives and goals of the Science and Technology Committee.

The Third International Symposium on Human Factors in Organizational Design and Management (ODAM) will be held in Kyoto immediately following the IEA Executive Council meetings. This important international symposium is chaired by Dr. Munehira Akita who is also Chair of the IEA ODA Subcommittee. Members of this subcommittee directly participated in the organization and planning of the symposium as well as assisting in formulation of the technical program.

The Industrial Ergonomics Subcommittee, chaired by Dr. Waldemar Karwowski, has set two main goals for the near future. First, they have submitted a proposal for a symposium in the area of anthropometry and biomechanics to the Organizing Committee of the Eleventh Triennial Congress. Second, they are actively proceeding with plans for the World Congress on Ergonomics of Material Handling to be held in Warsaw, Poland in 1993. IEA will be a sponsor of this meeting organized by the Industrial Ergonomics Subcommittee. The Subcommittee on Technology Transfer (Industrially Developing Nations), chaired by Dr. Najmedin Meshkati, has also submitted proposals for the technical program at the Paris Congress.

A new listing of the IEA Science and Technology Committee is attached. Also attached to this report is a reformulated statement of the Science and Technology Committee objectives, policies and procedures, and a current list of officially sponsored IEA symposia and meetings.

The major objectives of the Science and Technology Committee for the coming year are to advise and assist in development of the technical program for the Paris Congress and to reaffirm and reconstitute subcommittee memberships.

*International Ergonomics Association (IEA)*  
**SCIENCE AND TECHNOLOGY COMMITTEE**  
**Objectives, Policies, and Procedures**  
July 1990

**OBJECTIVES:**

- (1) To promote and coordinate the exchange of scientific and technical information at the international level.
- (2) To advise and assist in development of the technical programs of IEA Triennial Congresses.
- (3) To advise and assist in the organization and conduct of IEA sponsored meetings.
- (4) To assist industrially developing countries in the assimilation of appropriate technologies.

**POLICIES:**

- (1) At least once every three years, the Committee will survey all federated societies to determine if there are new areas of technical interest at the international level; develop new technical subcommittees where there is sufficient indication of interest.
- (2) Working through the technical subcommittees (technical interest groups), promote the organization of international conferences and symposia under IEA sponsorship.
- (3) Review all requests for IEA sponsorship of meetings, symposia, etc. and make recommendations to Council regarding the nature and level of sponsorship support. Monitor directly, or through technical subcommittees, as applicable, all IEA sponsored activities.
- (4) Explore and develop new means for promoting technical information exchange at the international level and make recommendations to Council.

**PROCEDURES:**

- (1) The membership of the Committee shall be one person from each technical subcommittee plus the Chair. Committee members normally will serve for a period of three years. The Chair will coordinate with the members of each technical subcommittee in the process of selecting a member of each technical subcommittee to serve on the Science and Technology Committee.
- (2) The Science and Technology Committee will maintain oversight and will promote the activities of the technical subcommittees. The Science and Technology Committee will discharge either directly or through the technical subcommittees, as appropriate, the policies stated herein.
- (3) The Committee members shall communicate at least once prior to any Council meeting in order to deliberate on any issues that may be raised. The Committee shall communicate more often as necessary and conduct face-to-face meeting when practical.





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**TO:** IEA Executive Committee  
**FROM:** Ogden Brown, Jr., Chair  
Science and Technology Committee  
**DATE:** July 5, 1990  
**SUBJECT:** Officially Sponsored IEA Symposia and Meetings

Xth UEOH International Symposium and The 1st Pan-Pacific Conference on  
Occupational Ergonomics  
July 10-13, 1990  
UEOH, Kitakyushu, JAPAN

**SPONSORS:** International Ergonomics Association  
Japan Ergonomics Research Society  
Japan Association of Industrial Health  
Safety and Environmental Protection Research Institute, China  
Human Engineering Society of Korea

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FAX: 81-93-692-1838

Third International Symposium on Human Factors in Organizational Design  
and Management (ODAM)  
July 18-21, 1990  
Kyoto, JAPAN

**SPONSORS:** International Ergonomics Association  
Japan Ergonomics Research Society  
Technical Group on Organizational Design & Management

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International Conference on Human Factors in Design for Manufacturability  
and Process Planning  
August 9-11, 1990  
Honolulu, Hawaii, USA

SPONSOR: International Ergonomics Association

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FAX: (716) 636-2495

Second International Conference on Human Aspects/Ergonomics of  
Advanced Manufacturing and Hybrid Automated Systems  
August 12 - 16, 1990  
Honolulu, Hawaii, USA

SPONSORS: University of Louisville, Center for industrial Ergonomics  
International Ergonomics Association  
Human Factors Society

CONTACT: Dr. W. Karwowski  
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Interact 90  
August 27-31, 1990  
Cambridge, UK

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11th Triennial Congress of the International Ergonomics Association  
July 15-20, 1991  
Paris, FRANCE

SPONSOR: International Ergonomics Association

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World Congress on Ergonomics of Materials Handling  
(1992: tentative location Warsaw, POLAND)

SPONSORS: University of Louisville, Center for industrial Ergonomics  
International Ergonomics Association

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12th Triennial Congress of the International Ergonomics Association  
August 14-19, 1994  
Toronto, CANADA

SPONSOR: International Ergonomics Association

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13th Triennial Congress of the International Ergonomics Association  
June 28-July 5, 1997  
Helsinki, FINLAND

SPONSOR: International Ergonomics Association

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## REPORT OF PUBLICATIONS COMMITTEE, JULY 1990

1. The brochure giving information about the IEA has been printed. One thousand copies have been despatched to the IEA office in Santa Monica and others have been made available to organisers of IEA sponsored meetings being held during 1990.
2. An IEA publications archive has been set up at the office in Santa Monica. Proceedings from five previous congresses have been assembled and the committee is attempting to track down others.
3. UNESCO in Paris have been approached with a request for information on the series "Trends in Scientific Research" with a view to the IEA contributing a monograph to the series.
4. A leaflet detailing discounts on journals has been produced and is attached.
5. Now that the committee is active, subcommittees will be set up to further these activities.
6. History of ergonomics development in different countries. The Ergonomics Society is in the process of producing a history. If any member of Council has information on other histories or individuals who would be prepared to write them please let the committee know.
7. An international list of journals and ergonomics books is in progress. Various publishers have been contacted for information.





OLD WORLD - NEW WORLD  
ONE WORLD

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# INTERNATIONAL ERGONOMICS ASSOCIATION

To Secretaries of Federated Societies.

Reduced rate subscriptions to journals.

As a society federated to the International Ergonomics Association Members of your society are able to receive reduced rate subscriptions to the following journals:

Ergonomics, Applied Ergonomics and the International Journal of Industrial Ergonomics.

Individual members of your society wishing to subscribe to one or more of these journals should write to the Subscription Managers at the address given below. Even larger discounts have been negotiated for bulk purchases by societies and for information about these, the Secretaries should contact the Treasurer, Brian Shackel.

Applied Ergonomics

£45 (sterling) per  
year

Subscription Manager  
Butterworth Scientific Ltd.  
PO Box 63 Westbury House  
Bury St., Guildford, Surrey  
GU2 5BH, England

Ergonomics

US\$121 per year  
(or £67 (sterling))

Subscription Manager  
Taylor and Francis Ltd.  
Rankine Road  
Basing Stoke, Hants RG24 0PR  
England

International Journal  
of Industrial  
Ergonomics

216 Dutch Florins

Subscription Manager  
Elsevier Science Publishers  
Physical Science and  
Engineering Division  
Sara Burgerhartstraat 25  
PO Box 211  
1000 AE AMSTERDAM  
The Netherlands

•Belgium Ergonomics Society•Ergonomics Society•Gesellschaft für Arbeitswissenschaft•Human Factors Association of Canada/Association canadienne d'ergonomie•Human Ergology Society (Japan)•Human Factors Society•Hungarian Society for Organisation & Management Science•Japan Ergonomics Research Society•Nederlandse Vereniging voor Ergonomie•Nordic Ergonomic Society•Polish Ergonomics Society•Societa Italiana di Ergonomia•Societ d'Ergonomie de Langue Francaise•The Ergonomics Society of Australia•Southeast Asia Ergonomics Society•Yugoslav Ergonomics Society•Österreichische Arbeitsgemeinschaft für Ergonomie

## PROMOTION AND PUBLIC RELATIONS COMMITTEE

### Report to IEA Council, July 1990.

This report discusses important measures to increase IEA visibility and funding for IEA activities. In so doing, we will argue for the importance of an expanded newsletter, the recruiting of sustaining members of IEA, expanded programs in developing countries, organization of conferences, and support for ergonomics activities in member associations.

1. Importance of newsletter. Through the last couple of years Ergonomics International has developed considerably under the editorial leadership of Professor Stephan Konz. It is now published in the Ergonomics Journal three times per year and is also sent to approximately 400 individuals around the world. The newsletter is of utmost importance for the development of IEA.

During the Executive Council meeting in Montreal in January we concluded that the newsletter is of critical importance to IEA and must be expanded in terms of frequency of publication, size of readership, and news items. It was suggested that at the present time the number of issues should be increased to six per year. International news coverage should be expanded. There should be room for scientific and philosophical discussions, publication of book reviews, a complete conference agenda and other news items such as developments in ergonomics standards, advertisements of national as well as international job opportunities, and so forth.

Information from IEA committees should be submitted to Ergonomics International at regular times throughout the year. Attached is a deadline for delivery of articles from committees and officers of IEA. Similarly we need articles from council members on ergonomics news in the various federated countries. Such information would increase the credibility and appeal of Ergonomics International. To facilitate this development, the editorial staff must be expanded to include several associate and contributing editors. Council members who would like to participate should contact: Professor Stephan Konz, Kansas State University, Department of Industrial Engineering, Manhattan, KS 66506, USA, FAX: (913) 532-7810.

We would very much appreciate the assistance of council members in submitting an article or alternatively soliciting an article from a prominent member of the ergonomics association. A list will be circulated at this council meeting.

DEADLINE FOR DELIVERY OF ARTICLES FOR ERGONOMICS INTERNATIONAL

January 1	Technology Transfer Subcommittee
February 1	Secretary-General Briefing from Mid-Year Executive Meeting
March 1	Standards Subcommittee Consumer Products Subcommittee
April 1	Promotion and Public Relations Committee
May 1	Publications Committee
June 1	Aging Subcommittee
July 1	Education and Training Committee
August 1	Industrial Ergonomics Subcommittee Computers and Communications Subcommittee
September 1	Secretary-General Briefing from IEA Council Meeting
October 1	Treasurer's Report Safety and Health Subcommittee
November 1	President's Report
December 1	Organizational Design and Management Subcommittee Policy and Planning Committee

2. Recruiting sustaining members. The funding of IEA has been a critical issue since the organization of the association. Available funds have increased considerably during Professor Brian Shackel's tenure as treasurer. Federated societies are, however, limited in their capability to contribute.

With increasing importance of ergonomics around the world there is now an opportunity to recruit sustaining members of IEA. These are organizations that have an interest in supporting IEA by the payment of an annual subscription fee decided by council for each three year period. According to the rules of IEA, the acceptance of sustaining members will be determined in each individual case. They have the right to send a non-voting representative to the meetings of the council. A minimum membership fee could be around \$1,000 per year.

We propose that it should be possible for sustaining members to devote funds to one or several of the following purposes:

- a. Advertising in Ergonomics International.
- b. Support of ergonomics education in developing countries.
- c. General support fund for IEA activities.

In order to recruit sustaining members of IEA, a special subcommittee has been established under the Promotion and Public Relations Committee. It is proposed that this subcommittee be chaired by ... IEA council members could help in this effort. We propose that each member of IEA council approach at least one organization with the purpose of recruiting this organization as a sustaining member of IEA and report the results of these activities to ...

3. Ergonomics education in developing countries. Two activities are suggested: The establishment of IEA book gifts to educational institutions in the developing countries, and the organization of IEA seminars to be given in Southeast Asia.

Ergonomic Book Gifts. Ergonomics textbooks and journals are difficult to come by in developing countries because they are expensive. The idea of the IEA book gifts is that individuals and publishers in industrialized countries would donate ergonomics textbooks and journals (used or new) to university libraries in developing countries.

First, a list of universities should be established through the help of federated members in developing countries. As a second step, potential donors must be

identified through advertisement and direct mail. Interested individuals will be sent a list of addresses of universities and adhesive labels to be put on the inside cover of each book. The gummed label would read: The International Ergonomics Association Book Gift. Donated by ...

IEA Seminar to be taught in Southeast Asia. IEA has been approach by Dr. Manuaba from Bali, president of the Southeast Asian Ergonomics Society. Dr. Manuaba is convinced that ergonomics education sponsored by IEA would inspire many new activities and ideas among ergonomists in this part of the world. The idea is to develop a traveling seminar that could be repeated at several locations with the participation of local ergonomists. IEA would provide the main speakers, pay for travel expenses and speaking fees. The local SEAES chapters would take care of all local arrangements. In addition to formal courses there is also a possibility to arrange seminars with case studies on ergonomics design. If the experience in Southeast Asia would work, we could later try other areas. There is a possibility that organizations such as ILO would be interested in supporting this activity. We propose that five day seminars be arranged in Singapore, Jakarta, Bali and Manila. Following is an approximate budget:

Teaching materials: 100 students at \$100	\$10,000
Travel for two instructors: 2 x \$5,000	\$10,000
Hotel and per diem: \$100 per day 30 days at \$200	\$ 6,000
Teaching fees: 2 months at \$6,000	<u>\$12,000</u>
TOTAL	\$38,000

We propose that IEA President and/or Executive Council approach organizations to apply for grants to support this teaching. The IEA president and/or Executive Council should also negotiate contracts on behalf of IEA with organizations or individual experts deemed appropriate to perform the task.

4. Conferences. The IEA Conference on Human Factors in Design for Manufacturability and Process Planning will be held in Honolulu, Hawaii, August 9-11, 1990. There are about 75 speakers from 17 different countries. Complete papers are published in the conference proceedings, from which the most appropriate papers will be selected for publication in a book by Taylor & Francis.

The question now whether there should be a continuation to this conference organized by IEA. I would like the opportunity to discuss this issue with the IEA council.

IEA has a unique possibility of attracting scientists and practicing ergonomists throughout the world for conferences and discussion of pertinent topic areas in ergonomics. In organizing the conference in Hawaii, we discovered that IEA has a tremendous credibility internationally. It was easy to obtain good speakers even for such a specialized topic area. I would be happy to share my experiences with individual members of Council who may aspire to organizing their own conference.

5. Propositions for IEA Council. The following issues could possibly be voted on by Council:
- a. Each federated society should through the help of council members submit one article per year to be published in Ergonomics International. This could summarize recent trends and concerns in ergonomics.
  - b. The membership fee for sustaining members is a minimum of U.S. \$1,000 per year.
  - c. Each council member will try to recruit at least one sustaining member of IEA. Attached is an application form for sustaining members.
  - d. Council members will help in distributing information on the IEA book gift.
  - e. A traveling seminar will be organized by IEA. Funding from the seminar should come primarily from outside sources.
  - f. IEA president and/or IEA Executive Committee should have the authority to negotiate contracts with funding agencies and individuals who can be subcontracted to perform the work on behalf of IEA.

## Application for Sustaining Membership of International Ergonomics Association

The International Ergonomics Association brings together organizations and individuals concerned with ergonomics or human factors in work, leisure, home and travel activities. The goal of IEA is to promote the knowledge and practice of ergonomics through international activities and co-operation. More specifically, the objectives of the IEA include:

- (1) Establishing international contacts among individuals acting in the field of ergonomics.
- (2) Promoting the knowledge and practice of ergonomics on an international basis, especially where no Federated Society exists and in developing countries.
- (3) Co-operating with international associations to encourage the practical application of ergonomics in industry and other areas.
- (4) Promoting scientific research.
- (5) Awarding individuals for outstanding international contributions to the discipline of ergonomics.
- (6) Anticipating future developments in ergonomics and promoting research and development.
- (7) Encouraging educational training in ergonomics as well as specialized education programmes in ergonomics.

A sustaining member of IEA is an organization willing to support the goals of IEA by paying an annual subscription fee, as decided by IEA Council for each three-year period. Presently the minimum fee is \$1,000 per year. A sustaining member has the right to send a non-voting representative to meetings of the IEA council. Sustaining members are announced in the IEA newsletter Ergonomics International and listed in the directory of IEA members. They also receive a copy of Ergonomics International.

The sustaining member may elect to support one or several activities.

- (1) The IEA newsletter Ergonomics International through advertisement.
- (2) Support of Ergonomics Education in developing countries.
- (3) General support fund for IEA.

## Application Form for IEA Sustaining Members

Please send this application form with a check drawn on a U.S. Bank to the Secretary-General of IEA:

Dr. Hal W. Hendrick  
College of Systems Science  
University of Denver  
Denver, CO 80208  
USA

Name and address  
of organization

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Type of Support  
preferred. Please  
indicate one or  
several activities

- IEA Newsletter Ergonomics International
- Ergonomics Education in Developing Countries
- General Support fund for IEA



**XIth Congress of the International Ergonomics Association  
Paris - July 1991**

**PROVISIONAL BUDGET  
(July 1990)**

<b>EXPENDITURE</b>	<b>FF</b>	<b>%</b>	<b>US \$</b>
<b>1. <u>Printing</u></b>	400.000	16,53	72.000
- Letterhead, envelopes			
- Preliminary announcement			
- First announcement			
- Preliminary programme and call for contributions			
- Final programme			
- Badges, tiquets			
- Proceedings			
<b>2. <u>Administration, expenses</u></b>	200.000	8,26	36.000
- Stamps, telephone, telex, Fax			
- Computering			
- Photocopying			
- Stationery			
<b>3. <u>Secretariat salaries</u></b>	400.000	16,53	72.000
- General courier			
- Preparationn of scientific programmes			
<b>4. <u>Venue hire</u></b>	490.000	20,24	88.200
- Main auditorium			
- Other theaters			
- On site secretarial staff			
<b>5. <u>Translation service</u></b>	160.000	6,61	28.800
<b>6. <u>On-site material</u></b>	90.000	3,71	16.24.400
- Registrant satchels			
- On-site signs			
<b>7. <u>Restauration</u></b>	220.000	9,10	39.600
- Coffe breaks			
- Welcome reception			
- Dinner guest			
- Social events			

8. <u>Invited speakers</u>	65.000	2,69	11.700
9. <u>Promotion</u>	90.000	3,71	16.200
- Travel expenses			
- IEA Council Meeting			
10. <u>IEA capitation fee</u>	75.000	3,01	13.500
11. <u>Congress Agency</u>	130.000	5,37	23.400
12. <u>Unknown</u>	100.000	4,13	18.000
<b>TOTAL</b>	<b>2.420.000</b>	<b>100</b>	<b>435.600</b>

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**INCOME**

<b><u>1. Registration fees</u></b>	<b><u>1.500.000</u></b>	<b><u>62</u></b>	<b><u>270.000</u></b>
- Full registrations (2.000 F x 500)			
- Late registrations (2.300 F x 100)			
- Student			
- Accompanying persons			
2. <u>Proceedings</u>	50.000	2,60	9.000
3. <u>Exhibitory stands</u>	200.000	8,26	36.000
4. <u>Advertising</u>	150.000	6,20	27.000
5. <u>Sponsoring</u>	520.000	20,66	93,600
- Government			
- Ministeries			
- Private			
<u>Sub total</u>	<u>920.000</u>	<u>38</u>	<u>165.600</u>
<b>TOTAL</b>	<b><u>2.420.000</u></b>	<b><u>100</u></b>	<b><u>435.600</u></b>

1 US \$ = 5,55 FF  
100 FF = 18 US \$

11<sup>ème</sup> Congrès de l'Association Internationale d'Ergonomie  
 11 th Congress International Ergonomics Association  
 PARIS - 15 - 20 JUILLET 1991



**List of themes and invited speakers**

**(6 July 1990)**

Hon. Future of ergonomics	Pr Oshima	Japan	
1. Work analysis methods	Pr V. De Keyser	Belgium	R
2. Product ergonomics	Pr M. Akita	Japan	R
3. Technology transfers	Pr C. N. Ong	Singapore	R
4. Advances in man-computer interaction	Pr K. Eason	U.K.	R
5. Control of dynamic environments	Pr W. Karwowski	U.S.A.	R
6. Impact of computer technologies for disabled persons	Pr S. Bouisset	France	R
7. Work risks	Pr B. Knave	Sweden	R
8. Work under extreme conditions	Pr Luczak	Germany	R
9. Work and time	Dr K. Kogi	I.L.O.	R
10. Organizational design and management	Pr H. Hendrick	U.S.A.	R
11. Management of the working population	Pr Rabbit	U.K.	
12. Ergonomic practice	Pr C. Drury	U.S.A.	R



11<sup>ème</sup> Congrès de l'Association Internationale d'Ergonomie  
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LIST OF AUTHORS OF ROUND TABLE OR SPECIAL SESSION PROPOSALS  
(6 JULY 1990)

1	ARBEY (H.)	FRANCE	Bruit et vibrations au poste de conduite des véhicules industriels, agricoles et forestiers
2	BARTSCH (H.)	GERMANY	Ergonomische Aufgabenstellungen ans soziologischen Untersuchungen - am Beispiel des Schiffbaus der D.D.R.
3	BERTHOZ (A.)	FRANCE	L'ergonomie spatiale
4	BROWN (I.)	U.K.	Road Transport Informatics : Meeting the individual driver's needs
5	BUCKLE (P.)	U.K.	Legislation and Ergonomics or Upper Limb Disorders
6	BUIS (N.)	AUSTRALIA	Occupational and Health Effects of Segmental Hand/Arm Vibration
7	CHAPON ( )	FRANCE	L'ergonomie des transports terrestres
8	CNOCKAERT (J.C.)	FRANCE	Lombalgies et travail
9	AMITHABA DE	INDIA	Ergonomics and Productivity
10	DEJEAN (P.H.)	FRANCE	Ergonomie et Design Industriel
11	DEJOURS (C.)	FRANCE	Ergonomie et psychopathologie du travail
12	EKLUND (J.)	SWEDEN	Ergonomics and Project Management or Industrial Planning
13	FALZON (P.)	FRANCE	non précisé
14	FLORES (J.L.)	FRANCE	L'ergonomie appliquée aux transports
15	GALER (I.)	U.K.	non précisé
16	GOLDSTEIN (I.)	U.S.A.	Training System Issues in the Year 2000 and Beyond
17	GRIECO (A.)	ITALY	Non précisé
18	HEDGE (A.)	U.S.A.	Environmental Design

19	HUBAULT (F.)	FRANCE	Ergonomie et management
20	IMADA (A.S.)	U.S.A.	Participatory ergonomics
21	JAHNS (D.W.)	U.S.A.	Work Analysis Methods : Even Ergonomists are subject to them for professional certification
22	JANKOVSKY (F.)	FRANCE	Développement de l'ergonomie dans les petites et moyennes entreprises ou Application de l'ergonomie dans le secteur agricole
23	JEFFROY (F.)	FRANCE	Ergonomie du logiciel - le programme Esprit
24	KARWOWSKI	U.S.A.	Anthropometry and Biomechanics
25	KAWAMURA (Y.)	JAPAN	Ergonomie dentaire
26	KILBOM (A.)	SWEDEN	Ergonomic design, evaluation and selection of hand tools
27	KROEMER (E.)	U.S.A.	Non précisé
28	KUORINKA (I.)	FINLAND	Le futur de l'Ergonomie
29	LANDAU (K.)	GERMANY	Stress/Strain-analysis of jobs in the hospital
30	LECKNER (J.M.)	FRANCE	L'Ergonomie, la fiabilité, la sûreté et la sécurité des systèmes de production industrielle
31	LEMPEREUR (J.L.)	FRANCE	Le personnel soignant face à la manutention des malades
32	LAVILLE (A.)	FRANCE	Vieillesse et évolution du système productif
33	LOGEAY (P.)	FRANCE	Contraintes psychiques et travail
34	MATSUDA (A.)	JAPAN	Hospital Ergonomics
35	MAYFIELD (T.)	U.K.	Ergonomics in the Nuclear Industry
36	METZ (B.)	FRANCE	La normalisation en Ergonomie
37	MILLOT (M)	FRANCE	Ergonomie du produit
38	MOARES DE (A.)	BRASIL	Ergonomics in Latin America
39	NEBOIT ( )	FRANCE	Fiabilité du système Homme-Tâche et Sécurité Industrielle
40	NOTTE (D.)	BELGIUM	Ergonomie et conception de systèmes experts
41	OHKUBO (T.)	JAPAN	Cross cultural ergonomics program for foreign workers
42	O'NEILL (D.)	U.K.	The contribution of ergonomics to agricultural productivity

43	PAUL (J.)	NETHERLANDS	Pregnancy and ergonomics
44	PAVARD (B.)	FRANCE	Ergonomie des logiciels
45	RAWLING (R.)	AUSTRALIA	Strategic Approaches to Ergonomics in Organizations or Professional Competences
46	REY (P.)	SWITZERLAND	Formation des acteurs sociaux en tant que voie de pénétration de l'ergonomie dans les entreprises
47	ROOKMAAKER (D.P.)	NETHERLANDS	Railways Ergonomics and/or Qualification in Ergonomics
48	SELL (R.)	U.K.	O.D.A.M.
49	SHIGEMATSU (M.)	JAPAN	Ergonomics of Clothing
50	STOLL (F.)	SWITZERLAND	Evaluation (critique) de quelques programmes nationaux d'amélioration des conditions de travail
51	SIVAK	U.S.A.	Human Factors and road safety
52	VOGT (J.J.)	FRANCE	L'ergonomie environnementale
53	WILSON (J.R.)	U.K.	Non précisé
54	WINKEL (J.)	SWEDEN	On Estimation of Exposure to Physical Stress in Epidemiological Studies