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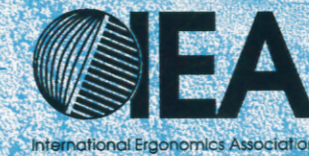
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IEA Triennial Report

2000 - 2003



<http://www.iea.cc>

IEA Triennial Report 2000-2003

IEA TRIENNIAL REPORT 2000-2003
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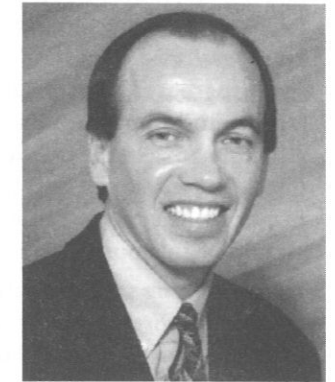
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Message from the President of the International Ergonomics Association



I am delighted to present the Triennial Report of the International Ergonomics Association (IEA) for the period 2000-2003. This report communicates the highlights of major accomplishments arising from the work of the IEA Executive Committee, the Council and various committees in the last three years. I encourage you to share this report with others who might be interested in learning more about IEA.

Since being elected President of IEA, I have set forth the following main objectives, which reflect the IEA mission and its strategic goals, as our primary agenda for the next few years : 1) to bring a higher level of financial resources to IEA, 2) to develop a program to enhance public understanding of the meaning of ergonomics quality in design of products, work systems and services, 3) to reduce 'ergonomics illiteracy' by facilitating development of educational programs in ergonomics, and 4) to rewrite the *IEA Basic Documents* in order to reflect the current IEA structure and approved rules and policies.

As evidenced by this Report, during the last three years IEA has improved its financial resources, grown in the number of member societies, and moved to the next level of leadership in developing ergonomics worldwide. Compared to the end of fiscal year 1999, 2003 total IEA assets have grown by 31.5%. This increase was due to benefits from the IEA Congress 2000 and the successful outcome of the *IEA Sustaining Membership Program*. Between 2000 and 2003, the membership in IEA has increased from 36 to 40 societies. We have also supported founding of the *Federation of European Ergonomics Societies* (FEES), which is to be confirmed by the Council at the 2003 Meeting, as the first *IEA Network*. FEES can serve as a model for regional cooperation between various ergonomics societies under the common umbrella of IEA.

Working together with the IEA Executive Committee, the Council and various IEA committees, we have :

- Launched the successful IEA Campaign for Development, and reinvigorated the *IEA Sustaining Membership Program*
- Developed a framework for the *IEA Ergonomics Quality in Design (EQUID) Certification Program*
- Established the permanent *IEA Archives at CNAM, Paris*
- Organized the largest ergonomics meeting ever held in South America
- Developed a blueprint for long-term collaboration with WHO and ILO
- Completely restructured and updated the *IEA Basic Documents*
- Secured operation of the enduring *IEA Office*.

Below, I comment on these and other significant achievements of the 2000-2003.

While the IEA Officers, Chairs of the Standing Committees, Council members, and various IEA committee members donate considerable time and effort on a voluntary basis, significant financial resources are needed to accomplish the IEA long-term initiatives and sustain our daily operations. By launching the successful *IEA Campaign for Development*, coordinated together with Kazu Kogi, IEA Treasurer, we have now reached a new level of external funding in support of our growing needs. Through the invigorated *IEA Sustaining Membership Program*, we were able to generate a total of \$27,600 of continuous yearly support. This amount includes in-kind services valued at \$5,000/year provided to IEA by ErgoWeb, Inc., which hosts and manages our IEA website (www.iea.cc). It should be noted here that the total amount of outside support is now close to the annual membership dues we are receiving from the IEA member societies. As of this writing, we also have a few good prospects that most likely are in a position to join the *IEA Sustaining Members family* this calendar year. Of course, the quest for outside sponsorship will

continue in the years to come in order to meet and exceed our original goal of securing \$100,000 on a three year cycle. We project that this goal should be met by the end of 2003. If you or your organization would like to offer your support to IEA please contact the IEA Treasurer (www.iea.cc).

Responding to the recent proliferation of the claims (*often false*) for ergonomically designed products, we have developed foundations for the *IEA Ergonomics Quality in Design (EQUID)* Certification Program. This new program aims to enhance the public understanding of the meaning of ergonomics, and should have a profound impact on the implementation of ergonomics principles in practice. The *EQUID* program also aims to help the public make informed decisions about the value of ergonomics in the design of products, work systems, and services. As the first step, we are focusing on the processes that can help organizations design consumer products according to accepted ergonomics knowledge and methods. We should be in a position to launch a pilot *EQUID* certification program in the year 2004.

Following one of our strategic objectives, on 2-3 September 2002 we organized the *IEA Symposium on "Developing Ergonomics in a Developing World"* in Santiago, Chile. The logistical support for this Symposium was provided by the *IEA Science, Technology and Practice Committee*, chaired by Ken Laughery, with the financial and logistical support from the ACHS represented by Martin Fruns, the Chilean Ministry of Labour, *Prevencion-integral.com* of Spain and the Chilean Society of Ergonomics. This successful Symposium was the largest gathering on ergonomics in the history of South America, with over 700 participants from Chile, Guatemala, Venezuela, Argentina, Mexico, Cuba, Peru, Brazil, and Panama, as well as Africa, Europe and North America.

Through the work of the *IEA Professional Standards and Education Committee*, chaired by John Wilson (United Kingdom), we developed an online *Directory of Educational Programs in Human Factors/Ergonomics 2003*. This Directory is now available on our IEA website. We are also developing a model of the *core ergonomics curriculum* for the *Masters Degree in Ergonomics* that will be helpful to those interested in launching new ergonomics programs in academia. In October 2001, the *IEA Subcommittee on the Endorsement of Professional Certification Programs in Ergonomics* (chaired by Hal Hendrick, Past IEA President) recommended and the Council approved the first IEA endorsement of the *CPE/CHPE Professional Certification Program by the Board of Certification in Professional Ergonomics (BCPE, USA)*.

Thanks to the *IEA Technical Committee on Ergonomics for Children and Educational Environments*, in 2002 we have supported the first successful legislative act, "Ergonomics in Education," adopted in the state of New Jersey, USA, which endorses the critical role of ergonomics in designing classroom environments for children.

Through the work of the *IEA Communication and Public Relations Committee*, chaired by Mike Smith (USA) we have continued development of the IEA web site (www.iea.cc) aiming towards enabling us in the near future to introduce an *ergonomics portal* that will serve the needs of the ergonomics community worldwide. I would also like to acknowledge here an excellent work of Andy Marshal, editor of the IEA newsletter, *Ergonomics International*. Through such efforts we seek to reduce "ergonomics illiteracy" around the world. In many cases, ergonomics is poorly understood by governments, institutions and the general public. We see a particular need to assist decisions makers at various levels in understanding ergonomics as it relates to improving quality of life and facilitating social progress through increasing economic competitiveness.

One of our objectives is to foster development of new ergonomics societies, and help the cause of the ergonomics profession and ergonomics discipline in both industrially developed and developing countries. In 2002, through the work of the *IEA Industrially Developing Countries Committee*, chaired by Pat Scott (South Africa), we participated in the organization of the "Roving Seminar" in Namibia, Africa. An Internet based long-term development project is another educational initiative led by the IDC Committee. The goal is to deliver distance learning materials to developing countries that contain base level ergonomics training, yet are flexible enough to be modified to represent the unique needs and abilities of each specific country. We have also opened active communication with the following new societies in order to help them to join the IEA family in the near future: *Ergonomics Society of Thailand, Egyptian Ergonomics Society of Fitness and Disability, Ergonomics Society of Venezuela, and Ergonomics Society of Argentina*.

In 2001, we signed a formal agreement with CNAM, Paris, France, establishing permanent *IEA Archives*, which now house records documenting development of IEA since its inception in 1959. We have also secured a permanent IEA office in order to effectively manage the demands of day-to-day administration of IEA affairs. These demands, including coordination of the work of the Executive Committee, various

Standing Committees, IEA Technical Committees, Council meetings, and relations with outside organizations have grown considerably in the last 6 years.

IEA has non-governmental organization status (NGO) with the World Health Organization (WHO) and the International Labor Organization (ILO). We have now entered into a new level of collaboration with these two organizations. (You will find more information about our plan for conducting joint projects with WHO inside this report). In 2001, we also signed a cooperation agreement with the International Occupational Hygiene Association.

Our work at IEA is guided by the *IEA Strategic Plan*. Since this is a living document, we have recently embarked on its review and potential modifications in order to better reflect our growing needs and aspirations. Through the work of the IEA Policy and *Development Committee*, chaired by Klaus Zink (Germany), we have also developed an Action Plan, which translates our strategic goals into specific activities of the IEA Executive and IEA Council.

One of the important policy issues we have been discussing with the IEA member societies over the last three years is the structure of our association's membership. I believe the IEA is in a unique position to embrace other organizations and bring under our common umbrella various societies and organizations who believe in the cause of ergonomics. As a federation that represents ergonomics worldwide, we will be more effective in fulfilling the needs of the global society by working together to adapt and design our living and working environments for the benefit of all people.

During the reporting period, we have undertaken a major effort, led by Secretary-General Pierre Falzon, to completely reorganize and develop the up-to-date *IEA Basic Documents*. Having evolved over the last thirty years, these documents required major rewriting to remove inconsistencies, errors, repetition, and outdated material, in order to assure that they truly reflect the IEA Rules and *Operating Procedures* adopted by the Council in the past. The significance of this tedious task cannot be overstated since the *IEA Basic Documents* serve as our constitution, which specifies and communicates to the outside world about who we are, and how we operate.

The work of IEA is accomplished by many individuals, members of the IEA Federated and Affiliated Societies who selflessly give their time and effort to various IEA activities.

On behalf of the Council, I would like to express our sincere appreciation to all these individuals for their contribution to ergonomics worldwide in the last three years. It is thanks to these individuals, that the ergonomics discipline plays an ever-increasing role in the global society, and that the IEA is able to promote ergonomics and advance its cause in industry, government, and the homes of millions of people worldwide. I would also like to thank the organizers of the many IEA-sponsored meetings who invited me to present opening remarks at their respective conferences. In some cases, regretfully, I was not able to participate due to heavy demands on my travel schedule, but I was pleased to provide my personal greetings as IEA President through either our past Presidents or current members of Executive Committee:

During the reporting period, we have lost many valuable colleagues, including two outstanding individuals who served as IEA Presidents in the past. We remember Al Chapanis (IEA President, 1976-1979) and Harry L. Davis (IEA President, 1979-1985) for their contributions to the IEA community, ergonomics discipline, and our profession.

As President of IEA, I was very glad to see, in the last three years, ample evidence of the growth of ergonomics worldwide. Our profession is in the unique position to contribute to the improvement of living conditions in all parts of the world, regardless of the political or economic limitations. Such limitations are first and most the limitations of the people that ergonomics is focused on overcoming. As ergonomics becomes a science and practice that plays an ever-increasing role in our changing world, we will be in the very center of such changes at work and at home.

It has been my distinct privilege and honor to serve the IEA with a sense of purpose and responsibility. I am proud of what we have accomplished together during these last three years. I am also confident that our Association is poised to grow for the benefit of our discipline and profession in the years to come.

Waldemar Karwowski
President (2000-2003)

ABOUT THE DISCIPLINE OF ERGONOMICS AND THE IEA

IEA DEFINITION OF ERGONOMICS

Ergonomics (or human factors) is the scientific discipline concerned with the understanding of the interactions among humans and other elements of a system, and the profession that applies theoretical principles, data and methods to design in order to optimize human well-being and overall system performance.

Practitioners of ergonomics, ergonomists, contribute to the planning, design and evaluation of tasks, jobs, products, organizations, environments and systems in order to make them compatible with the needs, abilities and limitations of people.

Domains of specialization

Derived from the Greek *ergon* (work) and *nomos* (laws) to denote the science of work, ergonomics is a systems-oriented discipline which now applies to all aspects of human activity. Practicing ergonomists must have a broad understanding of the full scope of the discipline, taking into account the physical, cognitive, social, organizational, environmental and other relevant factors. Ergonomists often work in particular economic sectors or application domains. These application domains, which are not mutually exclusive, evolve constantly. New ones are created; old ones take on new perspectives.

Within the discipline, domains of specialization represent deeper competencies in specific human attributes or characteristics of human interaction:

Physical ergonomics is concerned with human anatomical, anthropometric, physiological and biomechanical characteristics as they relate to physical activity. The relevant topics include working postures, materials handling, repetitive movements, work-related musculoskeletal disorders, workplace layout, safety and health.

Cognitive ergonomics is concerned with mental processes, such as perception, memory, reasoning, and motor response, as they affect interactions among humans and other elements of a system. The relevant topics include mental workload, decision-making, skilled performance, human-computer interaction, human reliability, work stress and training as these may relate to human-system design.

Organizational ergonomics is concerned with the optimization of sociotechnical systems, including their organizational structures, policies, and processes. The relevant topics include communication, crew resource management, work design, design of working times, teamwork, participatory design,

community ergonomics, cooperative work, new work paradigms, organizational culture, virtual organizations, telework, and quality management.

BIRTH AND DEVELOPMENT OF IEA

The International Ergonomic Association was founded in 1959. At that time, only three ergonomics society were operating (in the United Kingdom, the USA and Germany). Members of the IEA were not societies, but individuals. In 1976, due to the growing number of national or regional societies on one hand and to the will of being able to interact with world organizations like the World Health Organization (WHO) or the International Labour Organization (ILO) on another hand, the IEA decided to become a federation of societies.

Since then, the history of IEA and of ergonomics has been a story of expansion.

Expansion first in terms of number of member societies (from 11 in 1976 to 41 in 2003) or of number of individuals belonging to member societies (11,689 in 1976, 16,516 in 1998).

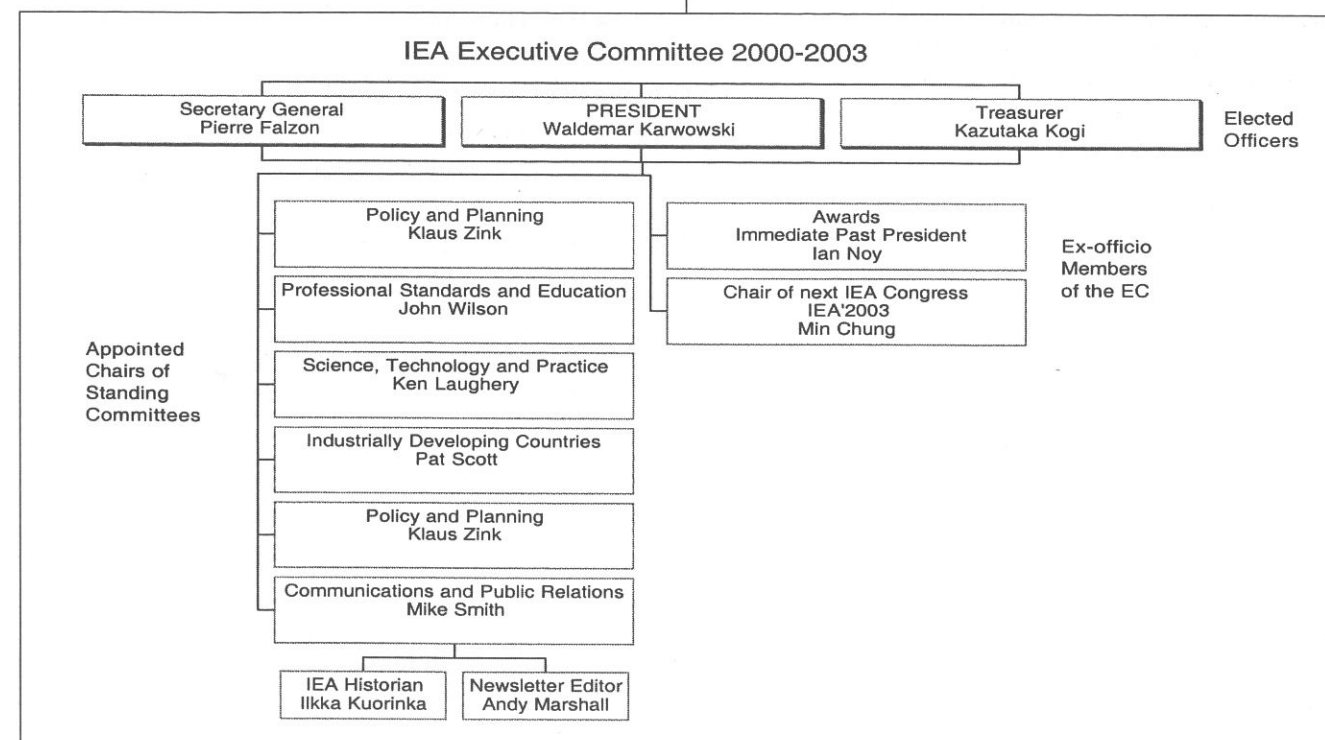
Expansion also in terms of scope of interests: the range of topics covered by the Triennial Congresses have grown, covering workplace design, human-computer interaction, occupational safety and health, advanced manufacturing, standards, human reliability, quality management, aging, agriculture, rehabilitation, etc. Attendance has grown (120 participants in 1961, 500 in 1976, 1600 in 1997, 3100 in 2000).

Expansion finally in the penetration of ergonomics in the society. Ergonomics is not only today an academic discipline: it is a profession. This has led to the definition of professional certification systems in ergonomics and of training programs in the ergonomics discipline. This has also led to a revision of the definition of ergonomics, which now defines what ergonomics is and what ergonomists do.

The IEA is now a mature organization, with responsibilities at an international level. The IEA interacts with WHO and ILO for specific actions, developing and implementing ergonomics programs in small and medium size companies in manufacturing as well as in agriculture. Special emphasis has been given to developing countries in Africa and Asia.

Recently, the IEA has undertaken to develop a program for assessment and certification of ergonomic design processes in the area of consumer product development, with respect to application of human-centred principles in processes of design.

ABOUT IEA



Executive Committee meeting in Santiago, Chile, 2002.
(from left to right: P. Falzon, Secretary-General,
W. Karwowski, President; K. Kogi, Treasurer)

The **International Ergonomics Association** is the federation of ergonomics and human factors societies around the world. The mission of IEA is to elaborate and advance ergonomics science and practice, and to improve the quality of life by expanding its scope of application and contribution to society. The IEA is governed by the Council with representatives from the federated societies. Day-to-day administration is performed by the Executive Committee which consists of the elected IEA Officers, Chairs of the Standing Committees and Chair of the next IEA Congress.

A President, Secretary General and Treasurer are elected by Council at the Triennial Congress to serve for a period of three years.

Goals and Objectives

The following are the principal goals of the IEA:

- To develop more effective communication and collaboration with federated societies
- To advance the science and practice of ergonomics at international level
- To enhance the contribution of the ergonomics discipline to global society

IEA Standing Committees

The Standing Committees accomplish much of the work of the IEA. In turn, their subcommittees are responsible for specific functions or activities

Policy and Planning

This Standing Committee explores and coordinates new policy options and proposals, and assists in the development and implementation of new programs and initiatives to improve the functioning and effectiveness of IEA. The committee develops and coordinates plans and proposals concerning IEA policies, operations, and structure, and assists in development of policy recommendations to better serve Federated Societies and the international ergonomics community.

Professional Standards and Education

This Standing Committee compiles and disseminates information relevant to offerings in ergonomics at educational institutions, educational materials, including instructional methods, aids and standards.

Science, Technology and Practice

This committee promotes and coordinates the exchange of scientific and technical information at the international level. There are presently eighteen subcommittees (known as IEA Technical Committees), which address specific areas of technical interest.

The IEA Technical Committees are : Aging, Agriculture, Building and Architecture, Building and Construction, Consumer Products, Ergonomics for Children & Educational Environments, Hospital Ergonomics, Human Aspects of Advanced Manufacturing, Human-Computer Interaction, Human Reliability, Musculoskeletal Disorders, Organizational Design and Management, Process Control, Psychophysiology in Ergonomics, Quality Management, Rehabilitation Ergonomics, Safety and Health, Standards.

(Detailed information on IEA Technical Committees activities can be found on page 14)

Communication and Public Relations

This Standing Committee develops and distributes a variety of publications, including the IEA annual reports, a newsletter, Ergonomics International, Directory of Educational Institutions, Directory of Resources Centers, and promotional brochures. The committee manages the IEA Press, which serves as the virtual publishing house of the IEA. The committee also coordinates donations of educational materials to libraries in industrially developing countries through the IEA Book Fund.

Industrially Developing Countries

This Standing Committee promotes, coordinates, and implements ergonomic activities in industrially developing countries by supporting local and regional initiatives concerning research, development, training, and conferences. The committee implements ergonomics development programs in industrially developing countries and collaborates with other IEA committees with interests in industrially developing countries.

Awards

This committee recommends to Council awards to individuals for their contributions to the field of ergonomics.

Awards for which this committee is responsible include :

- IEA Fellow Award
- IEA Distinguished Service Award
- IEA President's Award
- IEA Outstanding Educators Award
- IEA Award for Promotion of Ergonomics in Industrially Developing Countries
- IEA Ergonomics Development Award
- IEA/Liberty Mutual Prize and IEA/LM Medal Award
- IEA/JOSE Best Paper Award
- IEA K.U. Smith Student Award



International Ergonomics Association

The official logo of the International Ergonomics Association is illustrated above.

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The official logo color is black.

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IEA MEMBERSHIP

As of June 2003, the International Ergonomics Association has 40 federated societies, 1 affiliated society, 9 sustaining members organizations and 4 individual sustaining members.

IEA Federated societies

Federated Societies are societies that have the main aim of promoting ergonomics. They are bodies that elect a governing council from within their own membership and encourage the publication of research material and the development of ergonomics practice.

During the 2000-2003 period, 4 societies have been accepted as federated societies :

- Hong Kong Ergonomics Society
- Chilean Ergonomics Society
- Iranian Ergonomics Society
- Mexican Ergonomics Society



Maria Figueroa, President of the newly federated Chilean Ergonomic Society (SOCHERGO) between P. Falzon, IEA Secretary General, and W. Karwowski, IEA President.

Federated societies (2000-2003) :

- All-Ukrainian Ergonomics Association
- Asociación Española de Ergonomía
- Associação Brasileira de Ergonomia
- Associação Portuguesa de Ergonomia
- Association of Canadian Ergonomists/ Association Canadienne d'Ergonomie
- Belgian Ergonomics Society
- Chilean Ergonomics Society
- Chinese Ergonomics Society
- Croatian Ergonomics Society
- Czech Ergonomics Society
- Ergonomics Society (UK)
- Ergonomics Society of Australia
- Ergonomics Society of Korea
- Ergonomics Society of South Africa
- Ergonomics Society of Taiwan
- Ergonomics Society of the Federal Republic of Yugoslavia
- Gesellschaft für Arbeitswissenschaft (Germany)
- Hellenic Ergonomics Society
- Hong Kong Ergonomics Society
- Human Factors and Ergonomics Society (USA)
- Hungarian Ergonomics Society
- Indian Society of Ergonomics
- Inter-Regional Ergonomics Association / IREA (Russia)
- Iranian Ergonomics Society
- Irish Ergonomics Society
- Israel Ergonomics Society
- Japan Ergonomics Society
- Mexican Ergonomics Society
- Nederlandse Vereniging voor Ergonomie (Netherlands)
- New Zealand Ergonomics Society
- Nordic Ergonomics Society
- Österreichische Arbeitsgemeinschaft Für Ergonomie (Austria)
- Polish Ergonomics Society
- Slovak Ergonomics Association
- Sociedad Colombiana De Ergonomia
- Societa' Italiana di Ergonomia
- Societé d'Ergonomie de Langue Française (SELF)
- South East Asia Ergonomics Society
- Swiss Ergonomics Society
- Turkish Ergonomics Society

50th ANNIVERSARY OF THE GfA

Annual Spring Conference of the GfA on Occasion of the 50th Anniversary of the Foundation of the Gesellschaft für Arbeitswissenschaft (GfA) and XVIIth Annual Conference of the International Society for Occupational Ergonomics and Safety (ISOES), Munich, May 07 - 09, 2003

The year 2003 marked a half century since the founding of the of the Gesellschaft für Arbeitswissenschaft the second-oldest ergonomic society in Europe after the Ergonomics Society of Great Britain. To celebrate this anniversary, the GfA and ISOES decided to host a Joint International Conference in Munich with plans for the founding of the "Federation of European Ergonomics Societies" (FEES).

For decades, the Spring Conference of the GfA has been an important yearly forum where work scientists and ergonomists from German, Austrian, and Swiss research institutes and universities meet to exchange experiences and ideas on current issues and problems of ergonomics and work science. Additionally, occupational physicians and personnel responsible for occupational health and safety of the workforce, as well as staff in charge of work planning in companies, and members of professional associations, trade unions, mutual insurance associations, and government agencies have actively participated in these conferences or, at least, have used them as an important source of information exchange.

Similar objectives have been pursued by the Annual Conferences of the International Society for Occupational Ergonomics and Safety (ISOES), a

society which was founded almost twenty years ago by renowned researchers from North America. Remarkably enough, the current President of the International Ergonomics Association (IEA) was one of the "founding fathers" of the "International Foundation for Industrial Ergonomics and Safety Research," which led to the founding of the ISOES.

The 2003 Joint Conference attracted about 350 participants from all over the world. Contributions came from scientists and practitioners involved in "work and organization" and "social aspects of work" and covered various areas of micro and macro ergonomics as well as product and production ergonomics, sharing a common objective: to create productive, healthy, and safe working conditions.

In addition to traditional paid work in an industrial setting, work science today must also address, among other things, the design of teleworking and work in the service sector, as well as the "How?" of unpaid work in the household, family, and in society. Last, but not least, solving social problems via a work policy which is based on the human capital requires a strong involvement of work science.

The Conference was bilingual: papers were presented in either German or English. Papers which were presented orally in German have been printed in English. The Conference Proceedings entitled "Quality of Work and Products in Enterprises of the Future" - "Qualität von Arbeit und Produkt in Unternehmen der Zukunft" (Edited By Strasser, H.; Kluth, K.; Rausch, H. And H. Bubb) have been published by Ergonomia Verlag oHG/Stuttgart (1100 pages, ISBN 3-935089-68-6).

goals. The networked societies are granted the status of IEA Network. IEA networks have to report their activity to the IEA.

Networks of IEA federated societies are being considered in Europe and in South America

- Federation of the European Ergonomics Societies: FEES (pending formal approval)

IEA Sustaining Members

The work of the IEA is accomplished by academicians and practitioners. However, many initiatives vital for the development to ergonomics as a unique science and profession cannot be funded with existing resources.

Funds are then needed to support the development of ergonomics worldwide, including in industrially developing countries, to disseminate ergonomic

knowledge to the industry and to society at large, to promote ergonomics education and competency standards, and to support the work of our Technical Committees.

The IEA Sustaining Membership program supports the science and application of ergonomics worldwide. The program provides exposure and enhances the image of institutional members.

IEA is a non-profit organization. No monetary benefits are given to people involved in the operation of the IEA. This means that 100% of IEA funds support the implementation of the IEA goals.

There are four levels of support on a three year basis, and each level offers specific benefits. The granting of IEA Sustaining Membership does not imply IEA endorsement or approval of company products or services.

Organizational Sustaining Members

Diamond level

- Taylor & Francis (U.K.)

Platinum level

- Research Institute of Human Engineering for Quality Life/HQL (Japan)
- Ergoweb, INC. (USA)

Gold level

- Bureau of the Hungarian Council of Industrial Design & Ergonomics (Hungary)
- Center for Industrial and Management Research Resources (Korea)
- Central Institute for Labor Protection (Poland)
- Conservatoire National des Arts et Métiers (France)
- Human Centric Technologies, INC, (U.S.A.)
- Korean Occupational Safety and Health Agency (Korea)
- Kyungshin University (Korea)
- Orihara Manufacturing CO.LTD (Japan)

Individual Sustaining Members

- Hiroshi Udo, Japan
- Tan Lye Hee, Singapore
- Martin G. Helander, Singapore
- Waldemar Karwowski, U.S.A.

LEVELS AND BENEFITS OF SUSTAINING MEMBERSHIP

Star level US \$ 25,000/year

- ⊃ All benefits at the Diamond level
- ⊃ Additional three complimentary registration for the forthcoming IEA congress
- ⊃ Acknowledgements on the first page (covers) of the Congress proceedings
- ⊃ Free distribution of promotional materials at IEA Congress
- ⊃ Additional benefits can be negotiated

Diamond level US \$ 10,000/year

- ⊃ All benefits at the Platinum level
- ⊃ Free space at exhibitions organized at IEA congresses, subject to approval by congress organizer
- ⊃ Access to the IEA International Data Bank of Individuals in Ergonomics
- ⊃ Exposure of company logo at IEA conferences and congresses
- ⊃ Other benefits such as a speech by an IEA officer can be negotiated

Platinum level US \$ 5,000/year

- ⊃ All benefits at the Gold level
- ⊃ Official listings in the programs of IEA conferences and congresses
- ⊃ Two complimentary registrations for the forthcoming IEA congress
- ⊃ Company logo on IEA home page with active links

Gold level US \$ 1,000/year

- ⊃ Complimentary subscription to Ergonomics International
- ⊃ Listings in printed IEA directories as well as in the IEA website
- ⊃ Sustaining Member Plaque with company name inscribed

Individuals: US \$ 200/year

EDUCATION AND CERTIFICATION IN ERGONOMICS

As part of its missions, the IEA has to contribute to the development of training programs in ergonomics and of programs of certification of trained professionals. This is accomplished through the work of the Professional Standards and Education Committee (chaired in 2000-2003 by John Wilson). This committee compiles and disseminates information relevant to offerings in ergonomics at educational institutions, educational materials, including instructional methods, aids and standards. It has developed a set of documents in that purpose :

- Guidelines on Professional Training and Recognition in Ergonomics : Scope & Intention
- Guidelines on Standards for Accreditation of Ergonomics Education Programs at Tertiary (University) Level
- Guidelines for Process of Endorsing a Certifying Body
- Core Competencies in Ergonomics : Introduction
- Criteria for IEA Endorsement of Certifying Bodies

Some years ago the IEA approved a Code of Ethical Conduct. During 2000-2003 this has been reviewed and revisions will be proposed, including separating the code into one for conduct as a professional ergonomist and one for practice (for instance in work with participants).



J. Wilson, Chair of the Professional Standards & Education Committee

Professional training in ergonomics

An IEA Education Programme Directory is now fully accessible at www.iea.cc/directory. The process checking all entries by societies and education institutions is underway, the former to check that all eligible courses and no ineligible ones are included, and the latter to check the accuracy of details. Quality checking is conducted by the relevant federated societies. The IEA does not endorse any of the education programmes just because they appear in their Directory.

The PSE Committee has examined the syllabi of a number of MSc ergonomics programmes around the world. The intention is a first exercise to assess whether the IEA can produce any guidance about content for teaching programmes. Such guidance is implicit already in the IEA core competencies and accreditation documents. This exercise is one of working from what is available and acceptable in practice towards some general principles.

As might be expected, there is considerable variation in the MSc course content, in terms of the weighting given to different components or topics and hours of study required in total and per module. Some degree of consistency has been found, however, between MSc courses of similar types. This has enabled production of a first set of guidance on a minimum specification for an MSc in ergonomics/human factors.

Distance Learning program

The spreading of ergonomics knowledge can be efficiently achieved through distance learning. Such as the program has been launched by the IEA, based on a text proposed by Nottingham University, U.K. This text needs to be adapted to better fit the needs of IDCs. The PSE Committee and IDC Committee collaborate in that perspective.

Entrance and exit levels are being given careful consideration in order to cater for people from diverse educational, work experience and cultural backgrounds. The basic plan is to sub-divide the proposed modules (see below) into three self contained sub-sections. The first unit, together with a field project, may be completed as a single entity and the candidate awarded the appropriate certificate. Dependent on the standard of work, and the candidates' availability, a person may continue into the second unit and complete it similar to the first. Again the appropriate diploma will be awarded. Finally the last unit, together with a mini thesis will be taken and if the standard of work is acceptable, a MSc in Ergonomics will be awarded.

Throughout all modules there will be contact hours together with the "distance" learning schedule. In this way it is hoped that those currently working, and in many cases probably from disadvantaged backgrounds, will be catered for.

The distance learning program includes the following modules :

Introduction to Ergonomics

The Human Operator : physical and mental capabilities

- Mental and Physical Work loads

Workplace design

- The seated operator
- Computer dominated work station

Environmental Factors

Manual activities : biomechanical

Manual activities : energy cost

Work related muscular skeletal problem

Macro-ergonomics

- Work organisation

Creating an Ergonomics ethos

Certification of ergonomists / endorsement of certifying bodies

The IEA has developed a set of criteria for endorsing certification bodies. The extent to which Societies appear to want IEA accreditation or certification systems and bodies does vary, with interest the greatest amongst newer and smaller societies. The guidance documents have proved of value to Societies setting up their own process of certification (like for instance the Japan Ergonomics Society) and to those considering new education programmes.

During the 2000-2003 period the BCPE has received IEA endorsement, and the New Zealand Ergonomics Society and Association of Canadian Ergonomists have both initiated discussions towards endorsement.

Bequests and Endowments

Bequests and endowments help the IEA to develop professional societies in new regions, promote educational programs in industrially developing countries, participate in the activities of UN organizations, harmonize professional standards for certification, develop strategic directions for the discipline, facilitate the exchange of scientific and technical information and promote international collaboration. Gifts, such as bequests, have greatly benefited the development of disciplines such as engineering and medicine.

There are essentially two types of bequest : general and specific. The general bequest permits the IEA to pursue initiatives that will further its fundamental objectives of increasing the body of ergonomics-related knowledge, promoting the teaching and practice of ergonomics, and sponsoring international activities. Specific bequests are used to support ergonomics-related programs in industrially developing countries, and provide scholarships and prizes which stimulate research and recognize significant achievements in the field.

Potential benefactors who wish to donate to IEA should contact the IEA Treasurer (www.iea.cc).

The goals of the IEA is the development of the ergonomic discipline world-wide. This is done notably by the Science, Technology and Practice Committee (presently chaired by Pr. Ken Laughery). The name of this committee was changed in 2000, from Science and Technology Committee to Science, Technology and Practice Committee (ST&P). The intent of this change was to more accurately reflect the broad range of activities in which ergonomists are engaged.

This committee has five major objectives :

- Identify and promote important research and application areas
- Promote and coordinate the exchange of scientific and technical information at the international level
- Advise and assist in the development of the technical program of IEA Triennial Congresses
- Advise and assist in the organization and conduct of IEA sponsored meetings
- Assist industrially developing countries in the assimilation of ergonomics practices and knowledge

These objectives translate in the following actions :

- Arranging and promoting scientific and technical conferences and meetings
- Assisting in developing the program for the IEA Triennial Congress
- Serving as a review body for IEA endorsement of conferences, journals and special publications
- Providing information for the IEA web site regarding the organization and activities of the technical committees

One of the major assignments of the ST&P Committee is to oversee the structure and activities of the IEA technical committees (TCs). There are presently 18 TCs that address specific areas of technical interest.



Ken Laughery, Chair of the Science, Practice & Technology Committee.

IEA TECHNICAL COMMITTEES

Aging

Juhani Ilmarinen, Ph.D
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During 2000-2003, the TC on Aging has organized four scientific conferences and workshops and produced two books on aging and work (J. Ilmarinen, Jurgen Tempel : Arbeitsfähigkeit 2010. Was können wir tun damit sie gesund bleiben? VSA, 2002 ; M. Kumashiro (ed.) Aging and work. Taylor and Francis, London and New York, 2003). The TC closely cooperate with ICOH committee on aging, and jointly they will organise the 2nd International Symposium on Work Ability in the fall of 2004.

Agriculture

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http://WWW.JBT.SLU.SE

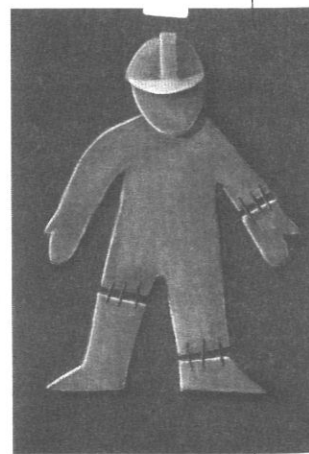
Agriculture is a sector which goes through a lot of changes all over the world. There is the change from manual to machine work, from traditional farming to organic farming, from small-scale to large-scale farming, from family farming to corporate farming, and from manual to robotic farming. The transition of farming may look very different in different areas of the world, but it always has an impact on the human working conditions. By working in ergonomic terms, we might be able to help the transition into a better world for farmers, farm workers and rural populations. Efforts need to focus on research, development, teaching and information. The TC is organizing sessions during the IEA 2003 Congress in Seoul. These sessions will serve as a starting point of a global network on ergonomics in agriculture.

Building & Construction

Ernst Koningsveld
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This TC focuses on human factors and safety issues in the construction industry, which is affected by a very high frequency of serious injuries and fatalities world-wide. Reflecting the international nature of the problem, members of the committee come from Brazil,

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Canada, Finland, Germany, Sweden, South Africa, Taiwan and USA. The TC has organized a symposium at the IEA Congress 2003.

Consumer Products

William S. Green
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This TC focuses on ergonomics issue in product design. The TC has actively participated in organizing the international symposium on consumer products to be held at the IEA'2003 Congress.

Ergonomics for Children and Educational Environments

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www.ergonomics4children.com

This TC formed in November 2000 currently has 120 members from 22 different countries. The ECEE TC has held 3 meetings in North America and establishment its own website. The TC has successfully supported the passing of the landmark legislation in the State of New Jersey, USA, "Ergonomics in education", that recognizes the critical role of ergonomics in designing education environments for children.

Hospital Ergonomics

Sue Hignett
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The aims of this technical group are to promote the recognition and development of hospital ergonomics as a specialist area of ergonomics. The TC raises the profile of hospital ergonomics area by creating an inclusive forum to represent the diversity of research and practice interests and liaise with other professional organisations to enhance the inclusive base of this group. The TC encourages development of diverse interests from product to architectural design, musculoskeletal issues, accident analysis and organisational systems. Symposia or sessions on the topic have been held in ACE 2002, Ergonomics Society conference 2002 and IEA'2003 Congress. A symposium is planned for PREMUS 2004, Zurich, Switzerland. There are currently 48 active members from 14 countries.

Human Aspects of Advanced Manufacturing

Waldemar Karwowski,
karwowski@louisville.edu

The objectives of this TC are to develop and disseminate scientific knowledge on human and safety aspects in the design, implementation, and management of systems in the broadly defined manufactu-

ring area and advanced technologies. The TC has co-sponsored the World Congress on Safety and Automated Production Systems held in September 12-14, 2001, Saarbrücken, Germany and, in cooperation with the National Research Council of Italy, the 8th International Conference on Human Aspects of Advanced Manufacturing : Agility and Hybrid Automation (endorsed by IEA). In 2004, the TC will co-sponsor the next conference on Human Aspects of Advanced Manufacturing and Technology, HAA-MAT 2004, Limerick, Ireland. Several of the members of the Committee serve on the Editorial Board of the Human Factors and Ergonomics in Manufacturing journal, published by John Wiley & Sons.

Human-Computer Interaction

Tom Stewart
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www.system-concepts.com/people/tom.html

The TC on HCI aims to make computers usable, efficient, effective and satisfying for their users so that they contribute positively to our lives. The TC collaborates with other professional groups interested in how people use computer technology, including the Work with Computer Systems Group (previously the Work with Display Units Group) and the Scientific Committee on Work and Vision of the International Commission on Occupational Health.

Human Reliability

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The long-term objective of this TC is to create a common interdisciplinary data base regarding human error. The TC will sponsor sessions on human reliability at the IEA' 2003 Congress, dealing with the nuclear power industry, aviation, and transportation. The committee seeks new members from the international community.

Musculoskeletal Disorders

Antonio Grieco †

The TC on MDs was chaired by the late Professor Antonio Grieco (1931-2003). The TC has organized an international course on "Assessment and management of the risk connected to repetitive exertions of upper limbs (OCRA methods), Venice, June 24-25, and an international symposium on ergonomics at the ICOH 2003 Congress, Iguassu, February 23-28, 2003. The TC developed the book on "Risk assessment and management of repetitive movements and exertions of upper limbs" (Elsevier Ergonomics

Book series, vol. 2, 2002) and contributed chapters on "Sitting behaviour" and "Repetitive actions and movements of the upper limbs" in other books. The TC will hold 4 special sessions within the symposium "Ergonomics in action", at the IEA'2003 Congress.

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(Central Institute for Labour Protection -
National Research Institute, Poland).



Organizational Design and Management

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The ODAM TC has been involved in organizing sessions for the IEA'2003 Congress. In addition, a major focus of the TC's activities has been the planning of ODAM Conferences, including the next ODAM Conference to be held in Aachen, Germany in 2003, as well as the ODAM Conference 2005.

Process Control

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A major activity of the TC has been building relationships with other organizations in an effort to cosponsor events and help to set up meetings in process control ergonomics. In this regard, the TC provided support to organizing the technical content of the IEEE Conference on Human Factors and Power Plants held in Scottsdale, Arizona, USA, 2001. The meeting was a major forum for human factors and ergonomics in the power industry. The TC intends to coordinate paper sessions for future meetings.

Psychophysiology in Ergonomics

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www2.uni-wuppertal.de/FB3/psychologie/physio/pie.htm

The purpose of the PIE TC is to promote and advance the understanding of psychophysiological methods and their application to ergonomic environments through the interchange of knowledge and methodology in the behavioral, biological and physical sciences, and engineering disciplines. Current membership is 200 members worldwide. The TC holds autonomous biannual conferences. The 4th PIE conference took place on September 22, 2002 in Glasgow, Scotland, in conjunction with the Annual Meeting of the British Psychophysiological Society. A special issue of the "International Journal of Psychophysiology" edited by Akihiro Yagi,

Wolfram Boucsein and Fumio Yamada was published in April 2001. The PIE TC is sponsoring two symposium sessions on the use of psychophysiological methods in ergonomics at IEA.

Quality Management

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This TC has actively participated in organizing the international symposium on quality management to be held at the IEA'2003 Congress.

Rehabilitation Ergonomics

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This TC has organized the international symposium on rehabilitation ergonomics to be held at the IEA'2003 Congress.

Safety & Health

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The work of the TC focuses on theory and practice of occupational ergonomics in the context of raising productivity and its harmony with humanization of labor in the face of an aging society. The TC has sponsored the organization of the international symposium on "Aging and Work" held on September 26-28, 2001. This symposium was jointly organized with the IEA TC on Aging and the ICOH Scientific Committee on Aging and Work. This allowed active participation by occupational physicians and nurses, who were able to realize anew the importance of work conditions and ergonomics in their domains. These results were published in a book titled Aging and Work published in the UK by Taylor & Francis in January, 2003.

Standards

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Any mature and growing society is characterised by consensus on its knowledge base, tools, and work practices. The aim of the TC is to create opportunities for exchange of information and views on current and future standards and guidelines in the field of ergonomics. The activities of the TC primarily focus on organizing sessions at international conferences, primarily at the IEA triennial congresses. For the IEA 2003 Congress, the TC is planning special sessions on the standardization issues.

IEA ENDORSED CONGRESSES AND CONFERENCES

Each year the IEA supports many international scientific conferences organized by its Federated Societies of by other international bodies that have an interest in ergonomics or that are organizing a conference with a major ergonomics theme. Support for conferences is of four types :

- IEA Triennial Congress
- IEA Conference
- Joint Conference
- Endorsed Conference

Conferences endorsed by IEA since 2000 were :

October, 25-26, 2000	International Symposium on Shiftwork, Krakow, Poland.	March, 25, 2001	International Conference on Applications of Human Performance in Health and Disability, Cairo, Egypt
November 19-22, 2000	Ergonomics : Useful, Practical and Applied Discipline, Rio de Janeiro, Brazil	June, 21-22, 2002	International Symposium on Ergonomics as a Science and the Subject of University Studies, Polish Academy of Science, Committee on Ergonomics, Poznan, Poland.
June 27-29, 2001	Affective Human Factors Design, Singapore	June, 2002	4th ICOH and 2nd IEA Aging and Work Conference, Krakow, Poland
July 28 - August 2, 2001	International Conference on Computer-Aided Ergonomics and Safety, Maui, Hawaii	September, 2002	Third International Cyberspace Conference on Ergonomics (CybErg), Virtual Conference
August 17-21, 2001	Ninth International Conference on Human-Computer Interaction, New Orleans, USA	October, 16, 2002	PREVENCAT : Catalonian Government Symposium on Occupational Safety at Work, Barcelona, Spain.
September 11-14, 2001	Sixth International Conference Work With Display Units (WWDU), Berlin, Germany	May 27-30, 2003	Human Aspects of Advanced Manufacturing : Agility and Hybrid Automation (HAAMAHA 2003), Rome, Italy
September 12-14, 2001	World Congress on Safety of Modern Technical Systems, Saarbruecken, Germany	October, 2003	Organizational Design and Management (ODAM VII) Conference, Aachen, Germany
September, 18-20, 2001	8th IFAC/IFIP/IFORS/IEA Symposium on Analysis, Design, and Evaluation of Human-Machine Systems, Kassel, Germany	June, 2004	7th International Scientific Conference on WCS (Work with Computing Systems - formerly WWDU). Kuching, Sarawak, Malaysia
February, 20-22, 2002	2nd International Conference on occupational Risk Prevention, Gran Canaria, Spain.	August, 2004	Human Aspects of Advanced Manufacturing : Agility and Hybrid Automation (HAAMAHA 2004), Limerick, Ireland

IEA endorsement regulations stipulate that conference organizers have to provide 11 copies of the conference proceedings, for distribution to industrially developing countries.

Santiago de Chile IEA Symposium, 2002

The IEA Science, Technology and Practice Committee, chaired by Ken Laughery has organized, with the support from the Asociacion Chilena de Seguridad (ACHS) and PrevencionIntegral (Spain), and in cooperation with the Sociedad Chilena de Ergonomia (SOCHERGO), a two-day symposium that was

held on September 2-3, 2002 in conjunction with the IEA Council meeting in Santiago, Chile. The theme for the symposium was "Developing Ergonomics in a Developing World." Over 700 professionals in the area of safety and health from Latin and South America participated in the symposium.



Opening ceremony of the Santiago de Chile IEA Symposium
(from left to right : Pedro Mondelo (President of the Asociacion Española de Ergonomia), the Chilean Minister of Labour, the President of the Asociacion Chilena de Seguridad, Waldemar Karwowski, Maria Figueroa (President of the Sociedad Chilena de Ergonomia).

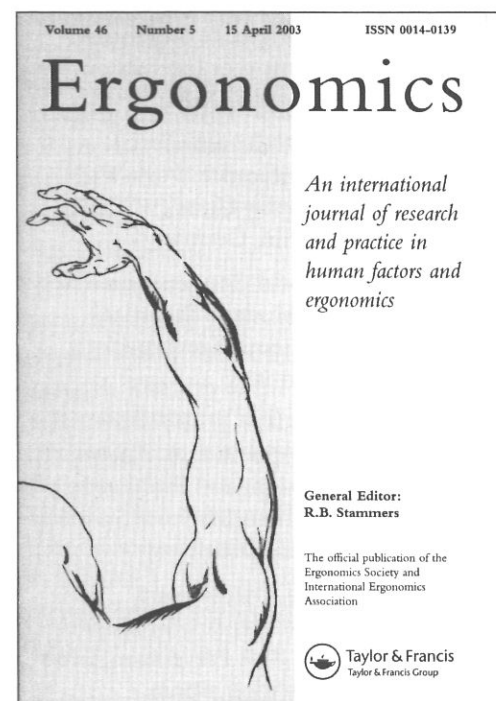
JOURNALS PUBLISHED IN COOPERATION WITH THE IEA

Official Journal of IEA

Ergonomics, published by Taylor & Francis, is the official journal of the International Ergonomics Association.

IEA Endorsed Journals

- Applied Ergonomics
- International Journal of Occupational Safety and Ergonomics
- International Journal of Industrial Ergonomics
- Human Factors and Ergonomics in Manufacturing
- Theoretical Issues in Ergonomic Science
- International Journal of Human-Computer Interaction



IEA 2003 TRIENNIAL CONGRESS

The 15th Triennial Congress of the International Ergonomics Association will be held in conjunction with the 7th Joint Conference of Ergonomics Society of Korea (ESK) and Japan Ergonomics Society (JES), August 24 through August 29, 2003 in Seoul, Korea at COEX, the largest Convention & Exhibition Center of Korea. The theme of the Congress is "Ergonomics in the Digital Age".

A new unique feature is a complete web-based processing of paper submission, paper review and on-line registration, and a program to enable participating persons to develop their personal schedule for the Congress, using the full technical program schedule and schedule of events posted on the site.

19 industry and tour site visit programs have been scheduled for the Congress so that all participants can fully appreciate and enjoy Korea's unique culture and history and its rapid growth of industry.

10 full-day and 18 half-day professional workshops are scheduled, covering a wide variety of professional development topics. A total of 1,250 papers are included in the Congress Proceedings, provided to each attendee on a CD. In addition, the full set of hard copy volumes is available for purchase. There will be two keynote speakers and 16 plenary speakers who are international leaders in their areas of expertise. In order to keep the congress length to five days, 18 parallel sessions per period are scheduled. Posters are scheduled in a special poster session room. The poster sessions run continuously throughout the Congress.

In spite of the uncertain political context and health concerns due to SARS, and thanks to keen interest in ergonomics from colleagues of the world, a large number of paper submissions from 51 countries have been received. These records are said to reflect all participants' expectation to the IEA Congress to be held in Asia after 21 years' absence. 1,200 persons at least are expected to attend the Congress. The Congress will be a success for the IEA and ESK.

Congress organizers have collected a total of \$17,000 to be used for IDC (industrially developing countries) support. The IEA 2003 Organizing Committee expresses special thanks to the following societies for their generous contributions to this fund: ESK \$10,000, JES \$4,000, and IEA \$3,000. Two thirds of this fund have been distributed among the participants from Asia, and one third to the participants from other regions than Asia. Approximately 50 people have benefited from the fund.

Several pre-and post-conference tours have been arranged at special discount rates by ICEM, the professional congress organizers. These are to Jeju island, Hawaii of the Orient, Mt. Seorak National Park, and Gyeongju, the ancient capital city. A variety of social events, industry visit and cultural tour programs have been arranged during the conference so that all participants can fully appreciate and enjoy Korea's unique culture and history.



Min Chung, chairman of the IEA 2003 Congress, delivers an invitation to attend during the IEA 2000 Congress, San Diego, CA, USA
(from left to right : W. Karwowski (former Secretary General, I. Noy (former President), H. Hendrick (IEA 2000 Congress Chair), M. Chung

IEA 2006 TRIENNIAL CONGRESS

The Netherlands' Ergonomics Society was granted the organization of the the 16th congress of the International Ergonomics Association to be held in Maastricht, the Netherlands from 10-14 July 2006. The theme for the IEA Congress 2006 is :

Meeting Diversity in Ergonomics

The combination of diversity and ergonomics expresses what the organizing committee would like to emphasize during the Congress. In general it stresses the broad scope of our field of interest and the variety in ergonomics and ergonomists and the global differences. For example :

- ergonomics in itself is diverse :
 - as an engineering activity or a product development cycle (design for all)
 - driven by optimization (prevention combined with performance) versus driven by legislation and standardization (corrective/ curative).
- ergonomists or human factors specialists are diverse as they are :
 - scientific researchers : in-depth research in one or several topics
 - professionals in applying scientific results in ergonomic design projects
 - practitioners, who may be full time ergonomists, versus specialists in other fields applying ergonomic knowledge.

There are diversities in the ergonomic fields of interest, areas of application, and of course in mankind :

- people (anthropometrics, capacities/limitations)
- topics : physical workload, mental workload, environmental factors, organizational design and management (ODAM), etc.
- area's of application, such as : manufacturing, process industry, office, rehabilitation, hospital, agriculture
- methodology : research methodology, engineering practices, project ergonomics
- cultural differences worldwide : modern industrial countries versus industrially developing countries.

The challenge for ergonomists' research and consultancy is to meet the diversity in the target group.

Finally, there are many ways to meet the diversity of ergonomists and to communicate knowledge

and experiences. Different congress formats are considered such as :

- traditional keynotes and oral presentations
- a speakers corner on a market place
- interactive sessions
- hands-on workshops
- professional visits
- interactive poster sessions.

Maastricht : a city to meet !

Situated close to the borders of Belgium and Germany, the Roman city of Maastricht has a cosmopolitan atmosphere. To visit Maastricht is like traveling through time. Walk on Roman cobblestones from 150 BC and visit the halls where the Maastricht Treaty was signed in 1992. Enjoy Maastricht's skyline of churches spires and towers and its tree lined squares. The city is well known for its excellent restaurants, hotels and shopping areas. Its central location in Europe, in the triangle of the universities of Aken, Luik en Maastricht, good accessibility by plane, railway and road makes it easy to reach. Last and certainly not least, it has wonderful congress facilities. All congress sessions and most of the related activities will be held under one roof : the MECC. In other words : there are plenty reasons to come to Maastricht! We guarantee that Maastricht and its people will delight and charm you.

Organization

The congress is organized on behalf of the International Ergonomics Association in close collaboration with the ergonomics societies from The Netherlands, Belgium and Germany and the Federation of European Ergonomics Societies.

The Congress committee consists of :

Ernst A.P. Koningsveld	Congress chair
Ruud N. Pikaar	Program chair
Paul J.M. Settels	Chair of the finances and facilities

The organizational structure that is chosen, is : "small is beautiful" ; this means that a limited number of people will be involved in formal organizational bodies ; specific tasks will be delegated to individuals or small groups.

We are in the process of inviting top ergonomists from Belgium, Germany and The Netherlands for the Regional Program Committee. After the 2003 Congress an International Program Committee will be set up.

Web site and further contact

Information on IEA 2006 can be found on : www.iea2006.org There are links to many relevant sites, like the city of Maastricht, the societies, accommodation, tourist information, ergonomic centers in the region, sponsors.

Innovative ideas for sessions and for meeting each other and the congress goals are welcome.

Further contacts :
Conference Agency Limburg
PO Box 1402
6201 BK Maastricht
The Netherlands
www.conferenceagency.com

Sponsors

So far, the following sponsors have decided to support the congress :

• Haworth Europe

HAWORTH

• Nederlandse vereniging voor Ergonomie



Important data (provisional data)

1 September 2003 -	
1 September 2005	proposals for workshops, symposia
15 October 2005	abstracts deadline
15 December 2005	abstracts reviewed
1 March 2006	full papers submission deadline
15 May 2006	program on the internet
10 - 14 July 2006	congress



Ernst A.P. Koningsveld,
Chairman of the IEA' 2006
Triennial Congress

IEA 2009 TRIENNIAL CONGRESS

The IEA Triennial Congress will be held in 2009 in Beijing, P.R.China. It will be organized and hosted by the Chinese Ergonomics Society. A collaboration with the Ergonomic Society of Taiwan and with the Hong-Kong Ergonomic Society is planned.

The IEA history book

The IEA History book (History of the International Ergonomics Association : The First Quarter of a Century, The IEA Press, 2000) was published in July 2000. The book includes an account of the initial steps that led to the creation of the IEA and several texts from individuals that were involved in the early development of ergonomics. It can be purchased by contacting the Human Factors and Ergonomics Society (HFES) office.

CERTIFYING ERGONOMICS QUALITY IN DESIGN (EQUID)

The goals of the International Ergonomics Association are to elaborate and advance ergonomics science and practice and to expand its scope of application and contribution to society to improve quality of life. Ergonomics aims to improve human well-being and overall system performance by optimizing human-system compatibility. Human-system interaction design considerations include physical, cognitive, social, organizational and environmental factors.

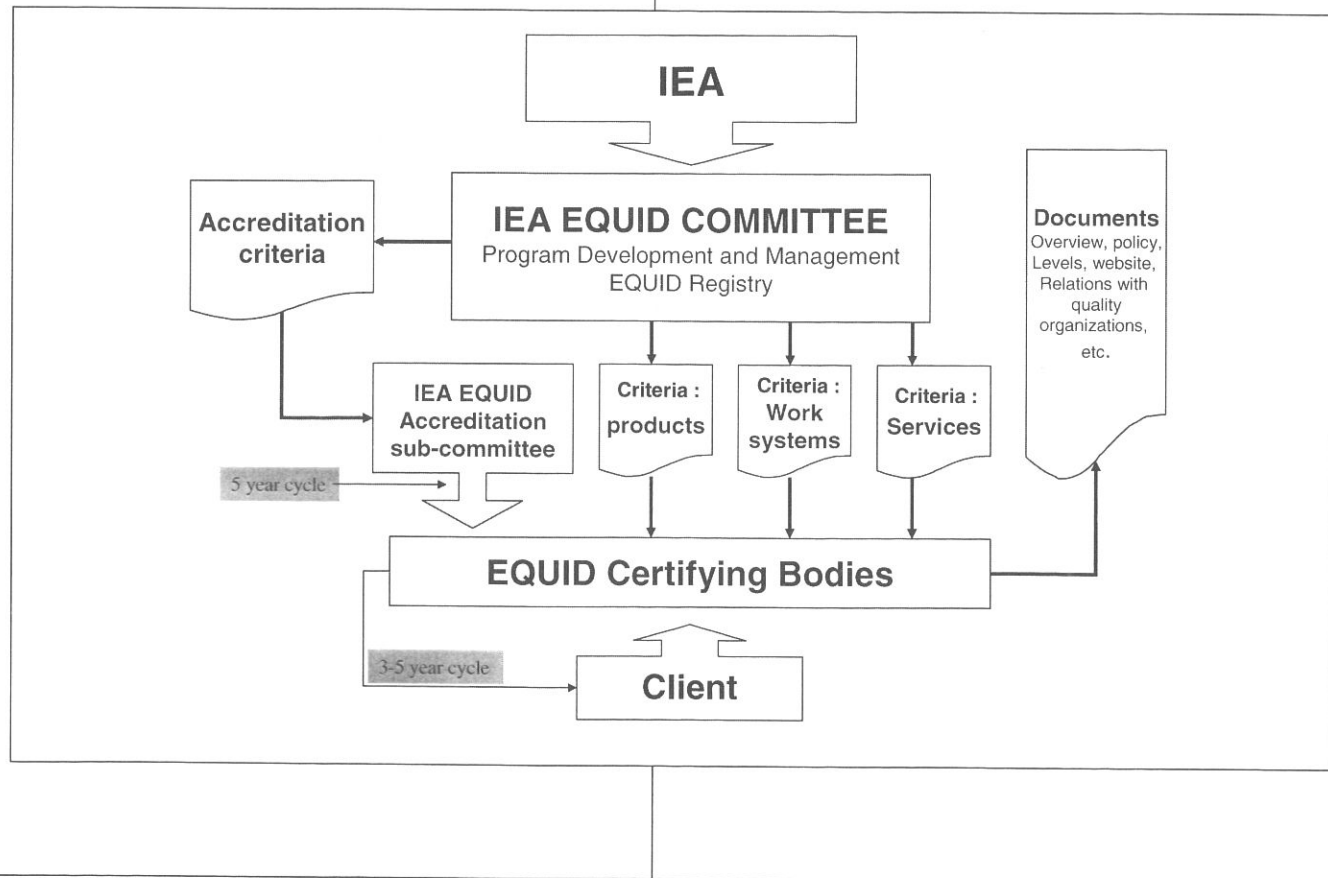
The IEA aims to enhance public understanding of the meaning of ergonomics and to help the public make informed decisions about promotional claims of 'ergonomically-designed' systems. This is accomplished through the Ergonomics Quality In Design (EQUID) Certification Program. This program, presently under development, promotes the adoption of a process approach for the development of products, work systems and services. An overview of the program is presented in Figure 1.

Part 1 of EQUID Certification Program concerns product design. The IEA certification of product design processes is intended to help the public make informed decisions about the ergonomics quality of products. The processes specified help organizations design products to accepted ergonomics knowledge and methods.

EQUID certification concerns the ability of products to meet user needs and its compatibility with user limitations and capabilities.

EQUID certification is based on the degree to which applicants implement ergonomics considerations in the design and development of products. Certification criteria require the comprehensive and systematic application of human factors considerations throughout the product development cycle.

The EQUID approach does not establish detailed requirements for product design. Rather, it assesses the process used by the applicant to ensure that all relevant elements of ergonomics quality in design are adequately addressed through the application of current human factors knowledge and methods during product design and development.



DEVELOPING ERGONOMICS IN DEVELOPING COUNTRIES

The IEA is committed to the development of ergonomics world-wide, and notably in industrially developing countries, in which working conditions are often very poor. This is coordinated through the action of the Industrially Developing Countries Committee. This committee promotes and implements ergonomic activities in industrially developing countries by supporting local and regional initiatives concerning research, development, training, and conferences. The committee collaborates with other IEA committees with interests in industrially developing countries.

The IDC Committee defines industrially developing countries (IDCs) as those designated as such by appropriate international bodies (e.g., ILO, WHO, UN, etc.), and also those countries in which, in the view of IEA, ergonomics development is severely hindered by reason of economic, social or other relevant circumstances. Kazu has also played a major role in establishing a collaborative relationship between the IEA and other organizations such as the ILO, WHO and ICOH whose common concern is for the workers.

In the last three years, there has been increased awareness of the critical role that ergonomics can play in improving working conditions and enhancing worker well being. The IDC Committee has adopted the approach of "helping others help themselves".



A female worker in the Forestry industry : physically demanding task (debarking) under extreme climatic conditions (often over 40°C).

Conferences, workshops and symposia

The IDC Committee activities often consist in participating or setting up conferences, workshops and symposia. Several members of the Committee are involved.



Pat Scott (Chairperson of the IDC Standing Committee) with Marcelo Soares (President of ABERGO) at the ABERGO 2002 conference.

Pat Scott (Chair) has travelled extensively throughout Southern Africa, South America and India where she has given keynote addresses, conducted workshops and participated in discussion groups. Kazu Kogi (Japan) has run workshops in Asia, working with his own educational materials such as WIND. Houshang Shahnava has promoted ergonomics in diverse areas such as Iran, Cuba, Mexico, Columbia and South Africa. Gaur Ray (India) has contributed to a revival of ergonomics in India. The HWWE Conference held in Mumbai in 2001 was well attended. David Caple (Australia) has run a Workshop in East Timor. Mario Vidal (Brazil) continues promoting ergonomics in South America. There have been substantial developments in many areas throughout the continent, including an effort to establish a Latin American ergonomics network and launching a Latin American Ergonomics Journal in 2003.

Professors Pat Scott and Jack Charteris (both of Rhodes University, South Africa) ran a highly successful three day workshop in Windhoek, Namibia, in September 2001. The workshop comprised lectures, discussion groups and a practical evaluation visit to a local factory. The materials used were locally developed manuals, together with the IEA/ILO Ergonomic Checkpoints.

The workshop was organized and sponsored by the Namibian Ministry of Works, Transport and Communication with Minister Amweelo officially opening the workshop. The thirty five delegates who attended were from diverse backgrounds and included representation from the Ministries of Works, Transport and Communication plus Labour and Health. There was very good media coverage in the papers, radio and TV, thus helping to establish an awareness of Ergonomics with the general public.

The ILO should be thanked for the donation of the Checkpoint books which were distributed and used during the workshop. Two weeks prior to the workshop a parcel of donated Ergonomics materials arrived from David Caple (Australia), which was greatly appreciated.

The success of the workshop can be judged by some of the comments from the delegates :

"It was really an eye-opener and most useful to help us to initiate an ergonomics awareness in our industry."

"It was a very, very valuable workshop and good to feel that we made history in Namibia"

"An excellent workshop. If we can implement ergonomics in Namibia we could maybe reach our economic independence sooner rather than later"

The increasing amount of research being conducted within IDCs by IDC Ergonomists is encouraging. The South African journal "Ergonomics SA" is becoming more international and it is hoped that the proposed Latin American Journal will attract works from beyond their borders. The number of Conferences/Symposia held in numerous IDCs over the last three years (Brazil (3), Chile, Columbia, India, Iran, Mexico, South Africa (2)), all of which have been well attended, with articles reflecting the wide array of both field and lab investigations. The number of IDC delegates attending and presenting work at International conferences is increasing.



David Caple with a group of participants at a workshop in East Timor

International Communication Network (ICN)

IDCC has established an international communication network which can be accessed through www.iea.cc. The IEA website provides a direct link to the IDC homepage where there are over 100 international contacts and a continuous update of IDC activities.

Training

Members of the IDC Committee have been involved in developing ergonomic educational programs and training guidelines for potential ergonomists and for those involved in the occupational health professionals.

The IEA has established a book donation program coordinated by the IDC Committee.

RELATIONS WITH INTERNATIONAL BODIES

The IEA cooperates with other international bodies with common or similar goals. The IEA has the status of non-governmental organization (NGO) with the International Labour Organization (ILO) and with the World Health Organization (WHO). The IEA has signed memorandum of understanding (MOU) with the following international organizations :

- International Occupational Hygiene Association (IOHA)
- International Commission on Occupational Health (ICOH)
- International Social Science Council (ISSC)
- International Association of Applied Psychologists (IAAP)

These agreements have been established in order to facilitate information exchange and development of joint activities in the area of occupational health and safety.

In the 2000-2003 period, particular effort has been made to better articulate the cooperation between IEA and WHO. This is reflected in the following table, which relates WHO Strategies and Task Forces to relevant IEA Tasks.

WHO Global Strategies	WHO Task Forces	IEA Activities
GS1 : Policies for health at work	TF2 : Intensive partnership in Africa	Training in an ergonomics approach by safety experts in African countries
GS2 : Promotion of a healthy work environment and health at work	TF6 : Health promotion activity	Training and public communication in the application of ergonomics in industry
GS3 : Occupational health services	TF8 : Promotion of OS&H in small enterprises in the informal sector	Development of the IEA/ILO Checkpoints on Ergonomics in Agriculture Ergonomics guidelines for occupational health practice in industrially developing countries
	TF9 : Prevention of musculo-skeletal disorders	Questionnaires on musculoskeletal disorders related with accidents at work
GS4 : Support services for OH	TF10 : Preventive technology	Developing criteria for ergonomics quality in design accreditation procedures
GS6 : Development of human resources for OH	TF11 : Training of OH&S personnel	Sharing of training programs and materials in occupational health and safety
GS7 : Data systems and information support	TF12 : Internet resources and networks	Contributing to the development and use of ergonomics-related training materials on the web

Cooperation with IOHA and ICOH

In June, 2002 Ken Laughery represented IEA at the International Occupational Hygiene Association (IOHA) Triennial Congress in Bergen, Norway. He made a presentation about IEA, our organization, goals and activities. ICOH meets in 2004, and IOHA

will again meet in 2005. Both ICOH and IOHA are interested in enlarging the scope of cooperation with IEA.

The President of ICOH, Dave Zalk, has organized a symposium for the IEA 2003 Congress in Seoul, Korea.

The screenshot shows the homepage of the International Ergonomics Association (IEA). At the top left is the IEA logo. To its right is a 'CAMPAIGN FOR DEVELOPMENT' logo. Below the logo is a search bar and a navigation menu with links like 'Home', 'About IEA', 'What is Ergonomics?', etc. The main content area features a welcome message and a list of links to various sections of the website. At the bottom, there are social media icons and a copyright notice for 2003.



Mike Smith, Chair of the Communications and Public Relations Committee

The image shows the cover of the February 2003 issue of 'ERGONOMICS INTERNATIONAL'. It features the IEA logo and the title 'The Newsletter of the IEA Issue 75 - February 2003'. The editor is listed as Andrew Marshall. The cover also includes a small article titled 'The Origin of 'Ergonomics'' and 'Japanese Error Messages?'.

The February 2003 issue of Ergonomics International, the IEA newsletter (Editor: Andrew Marshall)

AWARDS OF THE INTERNATIONAL ERGONOMICS ASSOCIATION

The objective of the IEA Awards is to provide formal recognition to individuals who have made outstanding contributions to the field of ergonomics on an international level. The immediate Past President of IEA serves as Chair of the Awards Committee.

More detailed information can be found on the IEA web page : www.iea.cc

The IEA awards are :

- IEA Fellow Award
- IEA Distinguished Service Award
- IEA President's Award
- IEA Outstanding Educators Award
- IEA Award for Promotion of Ergonomics in Industrially Developing Countries
- IEA Ergonomics Development Award
- IEA/Liberty Mutual Prize and IEA/LM Medal Award
- IEA/JOSE Best Paper Award
- IEA K.U. Smith Student Award

The IEA Council and Executive Committee nominates recipients for the IEA President's Award. Final approval for this award rests with the IEA President.

The Student Awards Committee selects recipients for K.U. Smith Student Award.

Except for the IEA/Liberty Mutual Prize and the IEA Fellow awards, which are presented annually, the IEA awards are given during the IEA Triennial Congress.



Ian Noy, Past-President of the IEA, Chair of the Awards Committee

IEA Fellow Award

IEA Fellowship is to recognize extraordinary or sustained, superior accomplishments of an individual. To be considered for a fellowship two eligibility criteria must be satisfied. In addition, the candidate's distinction as an ergonomics professional must be demonstrated.

There are two eligibility criteria : International Service and Membership in Society.

- International Service : this includes such activities as service to IEA, an extensive publication record in international journals, international consulting, service to the United Nations, and similar.
- Membership in Society : the candidate must have been a full member in good standing of a Federated or Affiliated Ergonomics Society for at least the preceding 5 years. Student membership and Associated Membership do not confer eligibility.

Past Presidents of IEA are bestowed this honor. 1997 was the first time IEA Fellowships were awarded. At that time, all living past Presidents received the Fellow status

- Frederick Bonjer, The Netherlands (IEA President 1973-1976)
- Alphonse Chapanis, USA (IEA President 1976-1979)
- Harry Davis, USA (IEA President 1985-1988)
- Martin Helander, Sweden (IEA President 1994-1997)
- Hal Hendrick, USA (IEA President 1994-1997)
- Ilkka Kuorinka, Finland (IEA President 1988-1991)
- Bernard Metz, France (IEA President 1970-1973)
- Sadao Sugiyama, Japan (IEA President 1982-1985)

Since then, the following individuals have received the IEA Fellow Award :

- Munehira Akita, Japan
- Moh Ayoub, USA
- Sebastiano Bagnara, Italy
- Kenneth R. Boff, USA
- Ogden Brown, Jr., USA
- Margaret Bullock, Australia
- Nigel Corlett, UK
- Colin Drury, USA
- Daniel Gopher, Israel
- Peter A. Hancock, USA

- Andy Imada, USA
- Stephan Konz, USA
- Shrawan Kumar, Canada
- Antoine Laville, France
- Tom Leamon, USA
- Holger Luczak, Germany
- David Meister, USA
- Hugues Monod, France
- Maurice de Montmollin, France
- Neville Moray, France
- Mitsuo Nagamachi, Japan
- Ian Noy, Canada (IEA President 1997-2000)
- Takao Ohkubo, Japan
- Jens Rasmussen, Denmark
- Walther Rohmert, Germany
- Pieter Rookmaaker, The Netherlands
- Gavriel Salvendy, USA
- Reginald G. Sell, UK
- Robindra Nath Sen, Malaysia
- Brian Shackel, UK
- Thomas Sheridan, USA
- Tom Singleton, UK
- Michael J. Smith, USA
- Tom Stewart, UK
- Alain Wisner, France
- Klaus J. Zink, Germany

IEA Distinguished Service Award

The IEA Distinguished Service Award is presented to individuals for outstanding contributions to the promotion, development and advancement of the IEA.

- 1982 : A. Chapanis, E. Grandjean
 1985 : M. Oshima, A. Wisner
 1988 : P. Davis, N. Lundgren, W. Singleton
 1991 : J. Rosner
 1994 : H. Davis
 1997 : H. Hendrick
 2000 : M. Helander

IEA President's Award

The IEA President's Award is presented to persons who have made outstanding contributions to ergonomics or the development of ergonomics, and whose contribution does not clearly fall into one of the other award categories. Persons qualifying for this award do not necessarily have to be ergonomists. Nominations may be made either by the IEA Council or the IEA Executive Committee. Final approval for this award rests with the IEA President.

- 1997 : T. Leamon
 2000 : N. Moray

IEA Outstanding Educators Award

The IEA Outstanding Educators Award is presented to persons in recognition of outstanding contributions in the area of ergonomics education for having either :

- Developed ergonomics education programs,
- Produced new methodology and/or materials for teaching ergonomics,
- Graduated persons who have become outstanding ergonomists

- 1991 : E.N. Corlett
 1994 : W. Rohmert
 1997 : M. M. Ayoub
 2000 : J. Long
 2003 : G. Salvendy

IEA Award for Promotion of Ergonomics in Industrially Developing Countries

The IEA Award for Promotion of Ergonomics in Industrially Developing Countries is given to a person who has made significant and outstanding contributions to the Development of Infrastructure of Ergonomics in an industrially developing country. This may be manifested through development of teaching/training programs, implementation of ergonomics design in industry, development of R&D programs, organization of ergonomics professionals and extensive collaboration with international bodies such as United Nations.

This Award has replaced the IEA Ergonomics of Technology Transfer Award.

- 1991 : A. Wisner
 1994 : H. Shahnavaz
 1997 : R. Sen
 2000 : N. Meskhathi
 2003 : P. Scott

IEA Ergonomics Development Award

The IEA Ergonomics Development Award is presented to persons who have had an international impact on ergonomics in terms of making a contribution or development which :

- significantly advances the state of the art of existing ergonomics sub-speciality, or
- opens up a new area of ergonomics research and/or application

- 1991: K. Kogi
 1994: J. Leplat
 1997: D. Meister
 2000: H. Schmidtke
 2003: N. Moray

The IEA/Liberty Mutual Award In Ergonomics And Occupational Safety

IEA/Liberty Mutual Prize (L.M.P.)

This prize (US\$ 5,000,-) is awarded annually to an individual for an original activity leading to a better understanding of avoiding, or mitigating occupational accidents or injuries, or in the rehabilitation and return to work of an injured worker. The main criteria, therefore, include significant advancements of theory and understanding, innovation and development of new directions or approaches.

The L.M.P. Awards Committee will be comprised of three senior, world-renowned individuals appointed by the Chair of the Awards Committee for a term of 3 years, with the chair possibly rotating among these individuals. The Committee evaluates applications and selects the winner.

Persons wishing to be considered for the prize should submit an application to the chair of the Awards Committee. A letter of application should be accompanied by four (4) copies of a 30-page report summarizing the nature of activities. The selection will reflect the best judgment of the committee, according to the goals for the award.

- 1998 : A. Imada
 1999 : S.A. Gibbs
 2000 : P.J. McAlindon
 2001 : P.A. Hancock & S.N. Ridder
 2002 : H. Hsiao, B. Bradtmiller & J. Whitestone
 2003 : W.S. Marras, S.A. Ferguson, D. Burr, K.G. Davis & P. Gupta

IEA/Liberty Mutual Medal

Every three years, this medal will be awarded to the chief investigator of the best project of the previous three years. This award consists of a medal and \$15,000.

The selection of the triennial Liberty Mutual Medal is made in the year of the Congress among the three recent prize winners by a special committee to be appointed and chaired by the Chair of the Awards Committee.

No specific criteria are anticipated for the selection of the medal recipient. The selection would reflect the best judgment of the committee according to the goals for the award.

- 2000 : A. Imada
 2003 : P.A. Hancock & S.N. Ridder

IEA/JOSE Best Paper Award

The award is given every 3 years to the author (or authors) of the best paper published in the International Journal of Occupational Safety and Ergonomics (JOSE) since the previous award. The paper must adhere to the requirements of good science and/or practice.

The award consists of a diploma and an honorarium of US \$1,000. Up to three runners-up will receive diplomas.

- 2000-2002 : R.L. Barnett

IEA/K.U. Smith Student Paper Award

The IEA/K.U. Smith Student Award is to honor a deserving student responsible for an application of or contribution to the field of ergonomics. The award is given for the best student paper at the IEA Triennial Congress. This award was established in 1996 by agreement between the IEA and the K.U. Smith Foundation, and a set of procedures and terms of reference were established.

A Student Award Committee, organized as a sub-committee of the Awards Committee, is responsible for selection of the nominee. The IEA Executive Committee has oversight responsibility for this award. Further information on the K.U. Smith Student Award, eligibility criteria, and application procedures may be found on the IEA Home Page on the World Wide Web.

The award consists of a cash amount of US \$ 3,000. Any student enrolled in an accredited post-secondary institution (college, university, technical or vocational school) is eligible to apply for the award. All areas of ergonomics are eligible for consideration. Examples of applicable projects include an applied ergonomics project, a human performance study or analysis, a design project or product, a research project undertaken in the laboratory or field, or a theoretical/conceptual contribution to ergonomics. This study endeavor should be documented in a paper submitted to the IEA Congress.

- 1997 : L. Ritmiller
 2000 : C. Winner
 2003 : Seung-Kweon Hong

FINANCIAL REPORT 2002-2003

As a non-profit organization of ergonomics societies around the world, the IEA finances its activities by membership fees of its member societies and sustaining members, capitation fees, donations and other income. The IEA operates accounts in U.S. Dollars (USD). The fiscal year-end is December 31. Financial statements are prepared using the cash basis of accounting, and the balance sheet tables and the statement of operations for the period are attached. As noted in the tables, the financial situation of the IEA remained stable during the report period of 2000-2002.

The growth of IEA equity components since 1987 is indicated in Figure 1. There has been a gradual increase in the assets together with continued contributions to the funds created at the IEA. The total assets at the start of 2000 were thus equivalent to USD \$ 153,233. At the end of 2002, the total assets were equivalent to USD \$201,520. These assets include funds based on contributions from some member societies for supporting ergonomics activities in industrially developing countries and a special fund for the Liberty Mutual Prize. The loans reserve of \$35,000 was established to ensure that adequate funds are available to provide seed money for conferences as approved by the Council from time to time.

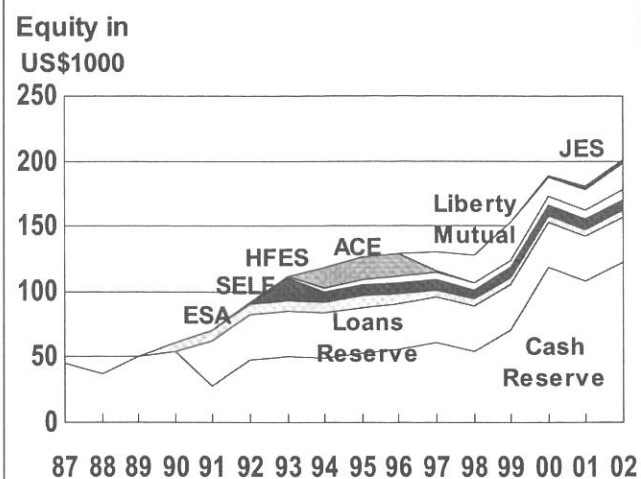


Figure 1: IEA Equity History

The financial health of the IEA is indicated by the Cash Reserve since this is the amount available for discretionary spending. The cash reserve at the start of 2000 was equivalent to USD \$70,070. At the end of 2002, the cash reserve was over USD \$121,000, keeping the similar level over the three year period. The cash reserve is sufficient for our current level of activity and it is normal for non-profit organizations to keep on hand a reserve sufficient to cover their annual budget. For planning more expanded activities and programs, however, new sources of revenues will have to be found.

Net Worth

The total assets of the IEA as at December 31, 2002 were equivalent to USD \$201,520. Eighty percent of the assets were held in current accounts with the Scotiabank of Canada ; 30% were invested in guaranteed term deposits, about half in US Dollars term deposits, and 12% were moneys receivable from loans provided as seed money.

Figure 2 shows the current liabilities and equity of the IEA as at December 31, 2002. There are no amounts owing to external parties. The cash reserve represents the amount available for operational expenditures. The balance of the assets is held in reserves or funds as shown in the figure.

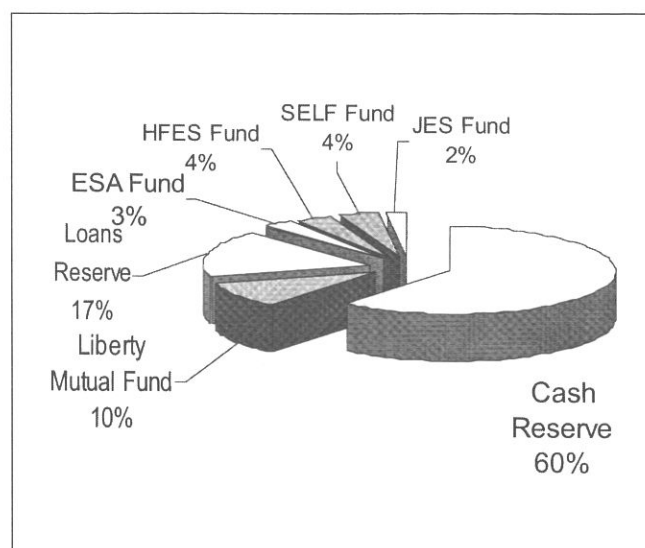


Figure 2: Liability and Equity as at December 31, 2002

Revenue Sources

Figure 3 shows the proportion of income for the three-year period of 2000-2002. Main revenue sources were from membership dues, capitation fees, contribution to IEA Funds and miscellaneous sources such as interest. As clearly shown by the figure, the principal sources of our operating capital were derived from dues and capitation fees. About 56% of the total income came from membership dues, 33% from member societies and 23% from sustaining members. It should be noted that the IEA has changed its membership dues formula since 2000 to base the calculation on US Dollar terms.

While society membership dues have remained substantially constant, sustaining membership fees, capitation fees and other sources have become increasingly important in covering operating expenses for new activities.

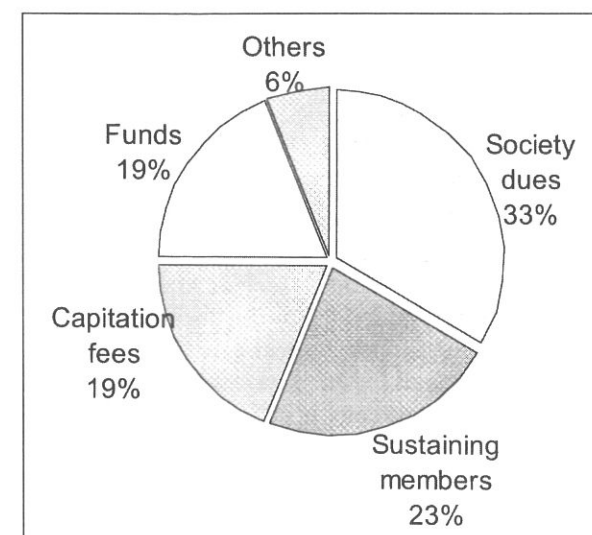


Figure 3: Revenue Sources 2000-2002

Capitation fees

The capitation fees during the report period derived primarily from the IEA Congress in 2000. The total of the capitation fees during the report period amounted to US\$ 51,175. It is important to secure capitation fees from other types of conferences co-sponsored or endorsed by the IEA.

Operations

The main categories of expenditures included executive and administrative expenses, committee expenses, provision of grants, the publication of Ergonomics International, the printing of brochures, meeting costs, and other miscellaneous expenses.

The expenditures for the three-year period amounted to USD \$221,578, on the average about USD \$73,000 per year. The relative proportions spent in these main areas during the period 2000-2002 are shown in Figure 4. Most of the expenditures for the executive expenses and for committees within the Executive Committee were for travel and related administrative costs. These were mainly for organizing the Executive Committee meetings held twice or three times a year to plan and review IEA activities and the annual Council meetings. The expenses through the Awards Committee including those for the Liberty Mutual Prizes and Medal became substantial. Part of the executive and committee expenses was also spent for task force meetings dealing with new initiatives such as membership issues and the ergonomics quality in design program. Meeting costs concerned the Executive Committee and Council meetings.

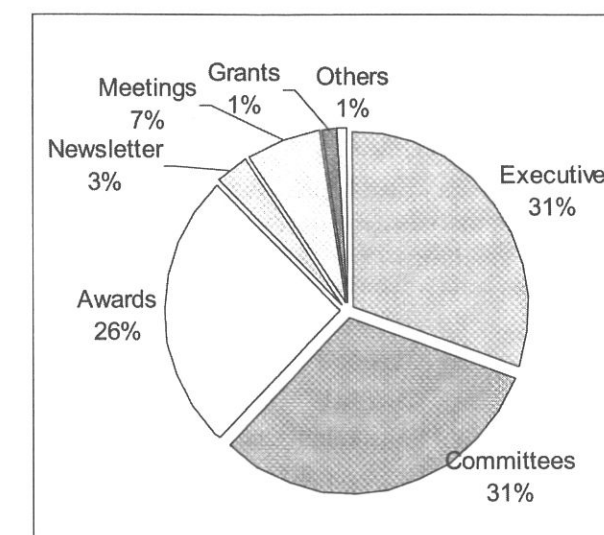


Figure 4: Expenditures 2000-2002

It should be noted that the levels of these expenditures varied from year to year mainly due to the fact that the levels were higher in the year of the Triennial IEA Congress. Thus the financial situation of the IEA should be examined on the basis of the total three-year expenditures, as depicted in Figures 3 and 4.

Grants

Grants were provided for supporting scientific conferences held in industrial developing countries and in part for assisting participants from those countries in these and other IEA related conferences.

Funds Administered by the IEA

The IEA administers a number of funds which have been established through contributions by Federated Societies or other organizations (donor organizations) wishing to contribute towards the development of ergonomics at an international level. Most funds are created for specific uses which are often specified by the donor organization.

Three of these funds have been established from surplus income by societies that have hosted IEA Congresses: the ESA Fund for Southeast Asia, the HFES Fund for Ergonomics in Developing Countries and the SELF Fund. These funds and a new fund, the JES Fund, using the annual donations from the Japan Ergonomics Society, were created to support ergonomics activities in the industrially developing countries.

The fifth fund, the Liberty Mutual Fund, has been created for operating the Liberty Mutual Prizes granted to individuals for an original activity leading to a better understanding, prevention or mitigation of occupational accidents.

A policy was established for the creation and management of funds which ensures that funds will be managed in accordance with the wishes of the organizations that have created the funds. It is expected that more funds will be created in the future.

DESCRIPTION OF IEA FUNDS AND RELATED PROGRAMS

Ergonomics Society of Australia Fund for Southeast Asia - ESA

The purpose of the ESA Fund for Southeast Asia is to promote ergonomics in industrially developing countries (IDCs), primarily in Southeast Asia.

It has been created by the Ergonomics Society of Australia (ESA) in 1988, this Fund provides grants and seed funds to eligible societies or groups. This Fund has supported roving seminars in Southeast Asia.

Human Factors and Ergonomics Society Fund - HFES

The purpose of HFES Fund is to promote ergonomics in industrially developing countries (IDCs).

Established in 1992, this Fund, maintained through annual voluntary contributions from members of the Human Factors and Ergonomics Society, supports Roving Seminars.

Société d'Ergonomie de Langue Française Fund - SELF

This fund, which supports the organization of conferences, seminars and meetings in ergonomically less underdeveloped areas such as Africa and South America, was created by the Société d'Ergonomie de Langue Française in 1993. It provides grants and seed funds to societies or groups, has supported local conferences in Southeast Asia.

Japan Ergonomics Society Fund - JES

This fund provides grants and seed funds for promoting ergonomics research and for organizing conferences in industrially developing countries

EVOLUTION OF THE TOTAL IEA ASSETS (1997-2002)

	2002	2001	2000	1999	1998	1997
Total assets	201,520	178,214	188,905	153,233	128,011	130,089
Member societies dues	31,435	29,312	27,787	29,042	30,447	34,541
Sustaining members dues	22,600*	20,413	19,000	6,000	6,000	6,000

BALANCE SHEET COMPARISON FOR 2002, 2001 AND 2000

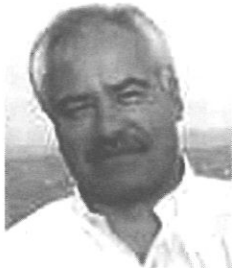
	2002	2001	2000
ASSETS			
Cash accounts	13,707	8,083	64,681
Term deposit	163,778	166,096	123,189
Seed Funds Receivable	24,035	4,035	1,035
Total	201,520	178,214	188,905
EQUITY			
ESA Fund for South East Asia	6,078	5,680	5,282
HFES Fund for Ergonomics in IDCs	7,321	6,808	6,797
SELF Fund	8,299	7,757	7,215
Loans Reserve	35,000	35,000	35,000
JES Fund	3,669	1,934	903
Liberty Mutual Fund	19,339	16,031	15,249
Cash Reserve	121,814	105,004	118,459
Total	201,520	178,214	188,905

STATEMENT OF OPERATIONS - COMPARISON FOR 2002, 2001 AND 2000

	2002	2001	2000
REVENUE			
Members Societies	31,435	29,312	27,787
Sustaining Members	20,200	20,413	19,000
Capitation Fees	850	-	50,325
Interest	3,446	7,268	4,304
Contribution towards HFES/JES Funds	2,323	1,531	1,903
Contribution toward Liberty Mutual Fund	15,000	15,000	15,000
Miscellaneous	435	500	47
Total	73,689	74,024	118,366
EXPENDITURES			
Executive and Administrative Expenses	21,784	24,496	18,737
Committees	28,698	36,748	54,291
Meeting costs and other costs	3,266	6,379	10,871
Total	53,748	67,623	100,207
OPERATING SURPLUS	19,941	6,401	18,159

Purpose

The IEA Strategic Plan is a living document that aims to guide the IEA in establishing new initiatives and priorities for action. The current plan reflects many of the ideas generated during the focus groups held during the Cape Town 1999 Council meeting, and the extensive consultations with the IEA Council in 1999 and 2000.



Klaus Zink, Chair of the Policy and Planning Committee

IEA Mission Statement

The International Ergonomics Association is the federation of ergonomics and human factors societies around the world. Working closely with its constituent societies and related international organizations, its mission is to elaborate and advance ergonomics science and practice, and to expand its scope of application and contribution to society to improve the quality of life.

IEA GOALS

GOALS : THE FOLLOWING PRINCIPAL GOALS REFLECT THE IEA MISSION

- A. To develop more effective communication and collaboration with federated societies
- B. To advance the science and practice of ergonomics at an international level
- C. To enhance the contribution of the ergonomics discipline to global society

A. GOAL : TO DEVELOP MORE EFFECTIVE COMMUNICATION AND COLLABORATION WITH FEDERATED SOCIETIES

OBJECTIVE : A1.
Support The Work Of Member Societies
Strategies :

- ↳ Facilitate visibility of each member society through the IEA home page and other means of communication

- ↳ Facilitate joint events between member societies when this will not conflict with the operations of these societies
- ↳ Support member societies in taking proactive and reactive positions on major public issues and in their use of the media
- ↳ Support member societies to disseminate ergonomics knowledge at various levels
- ↳ Support participation of the industrially developing countries in IEA activities (e.g., support for travel to conferences)
- ↳ Support the continuing growth of ergonomics in industrially developing countries by training and education {IDC}
- ↳ Provide industrially developing countries with ergonomics knowledge by stimulating the existing IEA mechanisms (e.g. book fund, expert consultants)
- ↳ Show best practices in order to stimulate the growth of ergonomics

OBJECTIVE : A2.
Improve IEA Operational Effectiveness
Strategies :

- ↳ Develop mechanisms for effectively involving member societies in IEA activities (e.g. possibilities for strategic discussions)
- ↳ Improve communication with member societies (e.g. through consultation, exchange of action plans and soliciting feedback)
- ↳ Facilitate the exchange of views and experiences among the leaders of member societies (e.g., through workshops, sessions, special interest groups)
- ↳ Initiate campaign to increase the numbers of sustaining IEA members when this will not conflict with the operations of member societies
- ↳ Increase revenues from donations, endowments and funds when this will not conflict with the operations of member societies (e.g. from international bodies)

B. GOAL : TO ADVANCE THE SCIENCE AND PRACTICE OF ERGONOMICS AT AN INTERNATIONAL LEVEL

OBJECTIVE : B1.
Stimulate Development and Acceptance of Ergonomics
Strategies :

- ↳ Define and clarify the field of ergonomics
- ↳ Elaborate and promote the benefits of ergonomics to improve the quality of life for individuals, organizations and society
- ↳ Identify and elaborate cultural and economic differences on ergonomic design
- ↳ Identify future needs for development of ergonomics (e.g. through the IEA Technical Committees of the Science & Technology Committee)

OBJECTIVE : B2.
Facilitate Knowledge Exchange and Collaboration
Strategies :

- ↳ Support and promote specialized conferences and workshops in collaboration with member societies.
- ↳ Provide appropriate support of regional groups in ergonomics (e.g. NEES) when this will not conflict with the operations of member societies.
- ↳ Promote IEA publications suited to knowledge dissemination by IEA

OBJECTIVE : B3.
Enhance The Quality Of Professional Practice And Education In Ergonomics
Strategies :

- ↳ Continue to promote a broad view of ergonomics and its aims
- ↳ Consider development of procedures for the IEA endorsements of various activities, in particular journals and books
- ↳ Develop international professional standards and guidelines and promote best practices in ergonomics (code of ethics, code of professional practice, etc.)
- ↳ Encourage educational institutions to offer ergonomics programs consistent with "IEA Core Competencies for Practitioners in Ergonomics" criteria
- ↳ Promote sharing of quality ergonomics education programs available on the Internet through the IEA home page
- ↳ Develop IEA guidelines for accreditation of ergonomics educational programs

- ↳ Maintain the IEA Criteria for Endorsement of Certifying Bodies and implement a system for such endorsement
- ↳ Maintain the IEA Core Competencies for Practitioners in ergonomics
- ↳ Maintain and disseminate IEA minimum criteria for the process of certification of an ergonomist

C. GOAL : TO ENHANCE THE CONTRIBUTION OF THE ERGONOMICS DISCIPLINE TO GLOBAL SOCIETY

OBJECTIVE : C1.
Promote Recognition Of Ergonomics Discipline
Strategies :

- ↳ Identify specific areas where greater international exchange of information is needed, and develop appropriate means for dialogue
- ↳ Promote ergonomics in geographical regions where particular support is needed
- ↳ Increase public awareness of the benefits of ergonomics through mass media communications
- ↳ Provide information about ergonomics/IEA for listing in international directories and reference publications
- ↳ Expand and strengthen links with other international bodies and form alliances with affiliated societies in the related fields (e.g., industrial design and engineering, psychology, safety, health care, economics)
- ↳ Expand IEA prizes to reward and publicize ergonomics innovations
- ↳ Develop more effective use of IEA conferences to promote added value of ergonomics to society

OBJECTIVE : C2.
Promote Applications of Ergonomics in All Aspects of Life
Strategies :

- ↳ Promote ergonomics as a means to improve the quality of human life, work effectiveness and economic benefits
- ↳ Mobilize ergonomics profession to address major global challenges
- ↳ Promote collaboration in ergonomics projects among government and international bodies
- ↳ Stimulate the involvement of ergonomics in the emerging fields of application (e.g. management sciences and mass communication).

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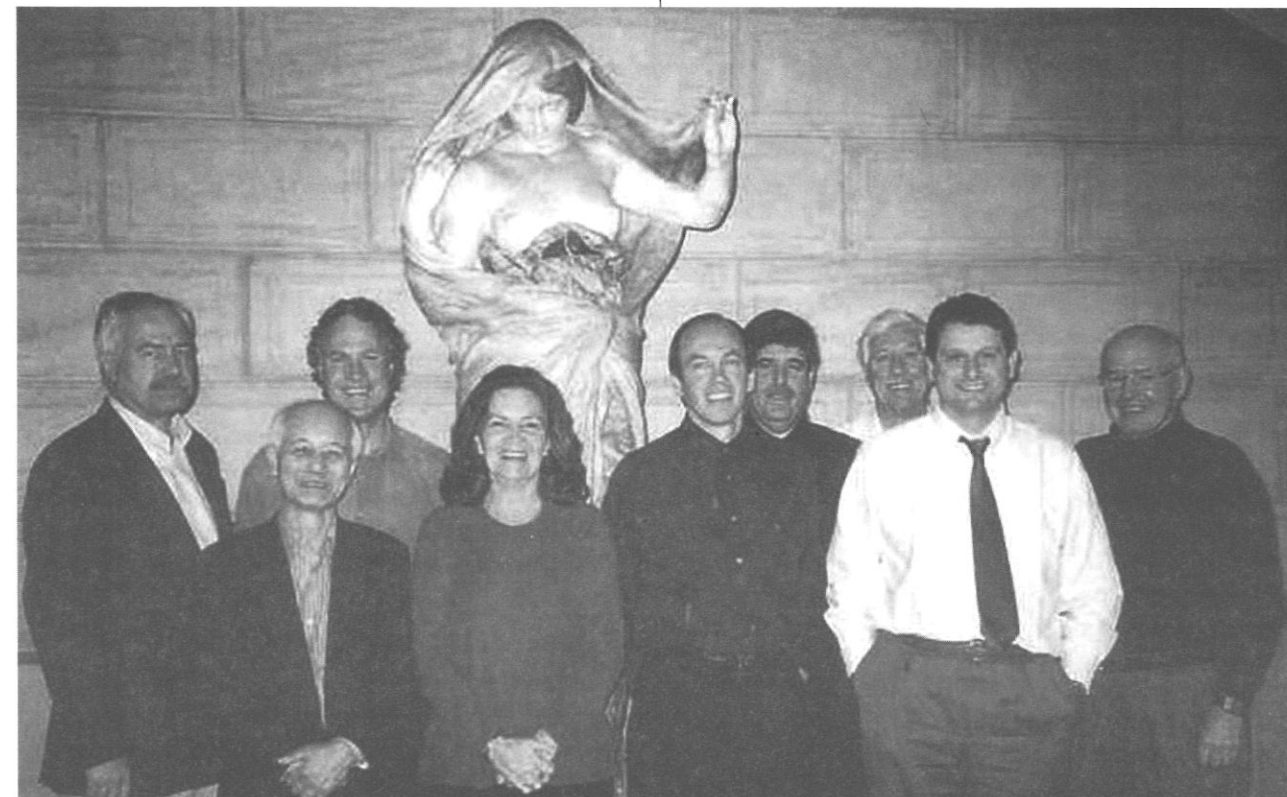
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Members of the IEA Executive Committee (2000-2003) at the EC meeting in Paris, March 2002
(from left to right: K. Zink, K. Kogi, J. Wilson, P. Scott, W. Karwowski,
I. Noy, M. Smith, P. Falzon, K. Laughery).
(Statue above: "Nature unveiling herself in front of science", CNAM, Paris)

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1973	Amsterdam, The Netherlands
1976	College Park, USA
1979	Warsaw, Poland
1982	Tokyo, Japan
1985	Bournemouth, United Kingdom
1988	Sydney, Australia
1991	Paris, France
1994	Toronto, Canada
1997	Tampere, Finland
2000	San Diego, USA
2003	Seoul, Republic of Korea

The Sixteenth and Seventeenth Triennial Congresses of the International Ergonomics Association are scheduled as follows :

2006	Maastricht, The Netherlands
2009	Beijing, P.R. China.

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1967	Brighton, United Kingdom
1969	Noordwijk, The Netherlands
1970	Strasbourg, France
1971	Brussels, Belgium
1972	Schipol, The Netherlands
1973	Amsterdam, The Netherlands
1974	Amsterdam, The Netherlands
1975	Dortmund, Germany
1976	College Park, USA
1977	Hayes, USA
1978	Luxemburg and Munich, German
1979	Warsaw, Poland
1980	Bournemouth, United Kingdom
1981	Richester, USA
1982	Tokyo, Japan
1983	Turin, Italy
1984	Toronto, Canada
1985	Bournemouth, United Kingdom
1986	Vancouver, Canada
1987	Stuttgart, Germany
1988	Sydney, Australia
1989	Noordwijk, The Netherlands
1990	Kyoto, Japan

1991	Paris, France
1992	Berlin, Germany
1993	Warsaw, Poland
1994	Toronto, Canada
1995	Rio de Janeiro, Brazil
1996	Breckenridge, CO, USA
1997	Tampere, Finland
1998	Cape Town, South Africa
1999	Santorini, Greece
2000	San Diego USA
2001	Florence, Italy
2002	Santiago, Chile
2003	Seoul, Korea

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Imprimé sur les presses offset de Promoprint
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