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15th August, 1964.

Prof. E. Grandjean,
Secretary General,
International Ergonomics Association,
Institut für Hyg. & Arbeitsphysiologie,
Clausius Strasse, 25,
Zurich 6,
Switzerland.

Dear Professor Grandjean,

Thank you for your letter of 28 July enclosing the Treasurer's Report and the draft of the Articles for the Association. I have a proposal for modification, which I enclose herewith to arrive with you before 31 August, 1964, as you request. To assist you, I have had the details duplicated and send you 100 copies. I hope this will be sufficient and helpful.

I take the liberty of submitting a complete alternative set of statutes and by-laws, as the only proper way of clarifying my proposal, and I hope the members will forgive the extra paper-work involved. My reason is the personal experience I have had with another international organisation. This started rather as the International Ergonomics Association, and has gone through seven years of debate with many successive changes in constitution and much time wasted by many scientists. It is now arriving at the position of a Federation of National Organisations, and almost everyone now realises that this is the best and right solution.

Only if an International Organisation is constituted as a Union or Federation of National Organisations can it associate formally with, for instance, UNESCO, the International Council of Scientific Unions, the World Health Organisation, the Council for International Organisations of Medical Sciences, and other such bodies. In this context, a very interesting and helpful reference book is that by R.S. Rodgers, "Facilitation Problems of International Associations", published by the Union of International Associations, 1960.

In the other organisation I have observed this long period of debate, and to a certain extent discord, and the waste of time and effort it has involved. Therefore, I beg leave to propose that our Association should take the initiative now of reforming itself within the tradition of most International Scientific Unions. In pursuance of this proposal I respectfully submit to you, Mr. Secretary-General, for placing before the General Assembly, this set of statutes and by-laws. They are derived almost entirely from those of several members of the International Council of Scientific Unions. I hope and believe they are appropriate, although the figures in By-Law 6 might possibly be altered to \$50, 100, 250, and 500.

Perhaps I should emphasize, for those who happen to know my office but do not know me personally, that this proposal is made without any reference to the Ergonomics Research Society or any other organisation. I would like to send it, for formal consideration, to the Secretaries of the various national Ergonomics Societies, but I feel that this would more appropriately and correctly be done by you. Therefore to save time, without stepping beyond what seems to me correct procedure, I am sending it to them for information only.

By the above and the enclosed copies, I hope I have minimised as far as possible any extra work. I trust that this proposal may assist the association in its continued growth and success.

Yours sincerely,

INTERNATIONAL ERGONOMICS UNION

STATUTES

INTRODUCTION

1. The International Ergonomics Union is formed from the initiative of the International Ergonomics Association to establish a permanent organisation to unite the Ergonomics and allied Societies of different countries and regions and to contribute to the development of the Ergonomics sciences.

AIMS AND FUNCTIONS OF THE UNION

2. The International Ergonomics Union has for its aims:
 - (a) to encourage the series of the International Ergonomics Congresses;
 - (b) to encourage the promotion of such other International meetings as may be needed for the advancement of Ergonomics;
 - (c) to take all actions which will contribute to the development of Ergonomics.
3. For those purposes it shall have the power to:
 - set up commissions or bodies for special objects;
 - organise meetings and conferences;
 - enter into relations with other scientific organisations,
 - undertake work of drafting or publishing, and, in general,
 - to develop any activity which it deems helpful to the forwarding of its avowed aims.

THE GENERAL ASSEMBLY

4. The International Ergonomics Union shall consist of a group of adhering national organisations. In each country one national organisation concerned with scientific studies in the realm of Ergonomics (or one national Union or federation of such organisations, if there are several of them in the same country) may become an organisation adhering to the International Union and send delegates to a General Assembly. The statutes of a national organisation (or union) must be adjudged by the General Assembly of the International Ergonomics Union to be compatible with the aims of the Union. Where the ergonomics scientists of several countries have formed a single society, this may be admitted to the Union as an adhering organisation.
5. Not more than ten delegates from each adherent organisation may be sent to the General Assembly. The delegates shall meet at each International Ergonomics Congress.
6. The annual subscription of adhering organisations shall be as prescribed in the By-Laws.
7. The number of delegates shall be related to the numbers of ergonomics scientists represented by each adherent organisation, which shall have four delegates if there are 100 or less such ergonomics scientists, six delegates if more than 100, eight if more than 500, and ten if more than 1000.
8. The General Assembly shall have power to decide all questions concerning the Union, including the modification of the present statutes. It can delegate this power, on specific subjects, to the Council and to special committees. For each modification of the statutes a favourable vote must be cast by two-thirds of the total membership of the General Assembly.

THE COUNCIL

9. The effective body of the International Ergonomics Union shall be a Council elected as herein stated below.
10. The Council shall consist of not more than 15 members, elected by the General Assembly at the International Ergonomics Congresses. There shall be not more than two members of the Council from any one country.
11. The term of tenure of a Council member shall be three years and a member shall not be eligible for election for more than three consecutive terms. The Council shall appoint a nominating committee to suggest nominations for election to the Council and for the several offices of the Union. Any delegate to the General Assembly may make additional nominations.
12. The General Assembly shall elect a Vice-President to serve in that office until the start of the next International Congress, at which time he shall become President and serve in that office until the start of the next following International Congress. The General Assembly shall elect a Secretary and a Treasurer for terms of three years. They may be re-elected, but not for more than a total term of nine years without interruption. The Executive Board of the Union shall consist of the President, the Vice-President, the Secretary, and the Treasurer.
13. The meetings of the Council shall be held:
 - (a) during International Congresses;
 - (b) at other times upon the decision of the Council.
14. In the Council the votes may be made by post. The decisions shall be taken on the majority of votes and shall be valid if the number of votes is at least two-thirds of the Council.
15. In order to maintain its activity during the periods between International Ergonomics Congresses, the Council shall nominate a Secretary whose function it will be to constitute a permanent centre for correspondence on any matter of interest to the Union, and to maintain relationship with organisations adhering to or outside the Union.
16. The official centre of the Union shall be the residence of the Secretary.
17. In order to make provision for expenses in the interval between the International Ergonomics Congresses the Secretary shall, a year before the next Congress, prepare a budget for the current period. This budget shall be submitted to the Council which shall take steps to cover the expenses incurred or estimated.
18. In all its decisions the Council will be guided by the tradition of free, international scientific co-operation which has existed at the International Congresses of Ergonomics.
19. In order to facilitate co-operation with international unions in other branches of science, the International Ergonomics Union shall seek to participate in the activities of the International Council of Scientific Unions and the Council for International Organisations of Medical Sciences in the prosecution of such activities as may be approved by the Council of the International Ergonomics Union.

BY-LAWS

1. If any office, filled by election as provided in Article 12 of the Statutes, falls vacant for any reason, the Council shall elect from among its own members a President, a Vice-President, a Secretary or a Treasurer as appropriate, who shall serve as the corresponding officer of the IEU for the same period.
2. The officers of the Executive Board of the Union shall serve as the Executive Committee of the Council.
3. The Executive Committee of the Council shall have the authority to act for the Council in the intervals between meetings of the latter on matters having to do with the authorisation for expenditure of funds and for appointments of representatives of the IEU to other bodies, when such expenditures and representation have been approved in principle by the full council. The Executive Committee shall also implement decisions taken by the Council and shall have authority to make all administrative decisions relative to such implementation.
4. The Secretary and the Treasurer shall be bonded by a responsible bonding insurance agency, at the expense of the IEU, and shall be authorised to receive and disburse the funds of the IEU.
5. The Treasurer shall submit an annual audit of his books to the Council of the IEU.
6. Annual dues from adhering organisations shall be in proportion to the number of ergonomics scientists which they represent:
 - (1) \$ 30 (£10) if less than 100 scientists
 - (2) \$ 60 (£20) if more than 100 scientists
 - (3) \$150 (£50) if more than 500 scientists
 - (4) \$300 (£100) if more than 1000 scientists
7. For each modification of the By-Laws a favourable vote must be cast by two-thirds of the total membership of the Council. The modification shall thereupon immediately take effect, but must also be confirmed, or may be cancelled (but not retrospectively) by a similar majority at the next following General Assembly.