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79 Warsaw  
IEA Council  
Minutes.*

1. Report of the President

Professor A Chapanis opened the meeting by reminding <sup>the</sup> that members of the Association that the function of the General Assembly was to give an opportunity for the officers to report to individual members of the various Federated Societies on the progress made during the preceding three years and to hear their views. It was not a decision-making meeting.

His aim on taking over as President had been to

- (1) make the Association more visible
- (2) make it more active
- (3) develop new working procedures appropriate to its new status as an Association of Federated Societies.

He had concentrated on improving communication and had set up a Committee on Publication <sup>policy</sup> under the Chairmanship of Professor T M Fraser to look at the long-term publication strategy of the Association. During his period of office <sup>for</sup> products could be listed:

- (1) a brochure on the Association had been prepared by Harry Davis;
- (2) the first two issues of the Newsletter had been produced edited by Gerry Rabideau, assisted by Don Anderson;
- (3) Richard Pearson had prepared an International Directory of Educational Programmes in Ergonomics;
- (4) Reg Sell and Pat Shipley had edited a book on "Satisfactions in Work Design". <sup>NP</sup> An Honours Committee chaired by John O'Hare had made recommendations that the Association should make an award for education, scientific or professional contribution to International Ergonomics and this would be considered by the new Council.

It is now 20 years since the decision to form the IEA was taken and the President read a letter of congratulation from the Ergonomics Society who this year celebrated their 30th birthday. Ron Stansfield had presented at this meeting a paper outlining the history of the events which led to the forming of the Association and he was pleased to say that Reg Sell the retiring Secretary-General had agreed to prepare over the next three years a history of the first 21 years of the Association.

The Association now had a permanent address, that of the Human Factors Society which could be published in directories etc.

The Association had held a joint meeting with the Ergonomics Society in 1977 on "Ergonomics and Job Satisfaction" arranged by Reg Sell and Pat Shipley. A joint meeting with the Nordic Ergonomics Society in Oslo on "Ergonomics in action from theory to practice" was planned for 20-22 August 1980. In addition the Association had been a sponsor of the fifth International Conference on Production Research held in Amsterdam from 13-16 August this year.

In his attempts to increase the income he had encouraged the Association to set up a category of "Sustaining Member". These would be international organisations who had an interest in Ergonomics and who also wished to support the IEA by providing a generous contribution. So far the Association had one member, A T and T of the USA.

Although there had been substantial progress he would like to see in future

- (1) a wider distribution of the newsletter to all individual members;
- (2) an International Directory of Ergonomics Information;
- (3) more conferences and meetings sponsored by the IEA;
- (4) more influence on international organisations such as the International Labour Office and the International Standards Organisation;

- (5) a better income.

There were a number of difficulties in carrying out these aims.

- (1) There are great distances between the various Federated Societies and between the Officers.
- (2) The different languages which are used by the different Societies.
- (3) There are different goals amongst the people involved and different cultures have different ways of getting things done.
- (4) It is difficult to <sup>keep check of</sup> ~~find out~~ addresses for the various individuals as they are always changing.
- (5) The Association will always have problems of finance.

He said that these are not insuperable difficulties and the Association has made starts. The beginnings are small, but each little step helps to increase our visibility, helps to involve more people, helps to generate more income. We must not let that momentum die and come to a halt. If we believe in ergonomics and I know we do, then all of us need to work together for the IEA. For in working together we will not only help our colleagues but in the end we will help ourselves as well.

## 2. Report of the Secretary-General

Mr Sell said that the main problem of the Association was that there was a lot to do and little money to do it. It was not easy to get action from people who were far away and thus things progressed more slowly than we would like.

### 2.1 Membership

He reported that since the last General Assembly there had been the following changes in the rules regarding membership:

- (1) There were now no individual members of the Association, only Societies;
- (2) a new category of Associated Societies had been formed to allow better co-operation between other international groups and the IEA;
- (3) a new category of Sustaining Member had been formed as mentioned by the President.

There had also been some detailed changes in membership. The Polish Committee on Ergonomics and Labour Protection had ~~become~~ <sup>ceased to be a member in favour of</sup> the Polish Ergonomics Society. <sup>the new</sup> Following discussion with the officials of the Czechoslovak Committee for Scientific Management it had been agreed that this Group had never had official sanction to become a member. The Association is now an organisation with only scientific societies in the true sense, each one governed by their own individual members.

Discussions had been held with individuals in Israel, Russia, and the People's Republic of China and it was hoped that in time Societies might be formed in these <sup>and other</sup> countries.

### 2.2 Meetings

The President had reported on the joint meetings with the Ergonomics Society and the Nordic Ergonomics Society. The Ergonomics Society meeting

produced both a book and a surplus.

The Maryland Conference produced a profit for the Association of \$1,100 and it was hoped that this Warsaw meeting would also be a financial success. The future plans for the IEA Congresses were

2.2.1. 8th International Congress 1982.

The invitation from the Japan Ergonomics Research Society have been accepted and this meeting will be held in Tokyo in the summer of 1982 at a date to be arranged. Japan Airlines has been adopted as the official carrier and arrangements will be made to fix up package tours from Europe and other places.

2.2.2. 9th Congress 1985

It was hoped that there would be an invitation from a Western European Federated Society for this meeting.

2.2.3. 10th Congress 1988

The Association had a firm invitation from the Ergonomics Society of Australia and New Zealand for this meeting and it was hoped that this would be taken up.

He said that he felt there was a need for more topic oriented meetings to be organised in conjunction with Federated Societies, which would also have an aim of bringing ergonomics to the notice of organisations and people outside the Association of "ergonomics of communist systems".

2.3

Publication The President said the Association now has a Publications Committee looking at long-term strategy. The following are on-going activities, under the auspices of the Publications Committee.

2.3.1. Ergonomics International. This is the newsletter already mentioned which is going to a limited number of people in each Federated Society and to some important individuals outside the IEA. The editors are building up a mailing list but more names and addresses are required. The Council was looking at ways of increasing revenue so that the newsletter distribution

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could be widened.

2.3.2 Brochure

This had been printed in French, German and English and distributed as requested to Federated Societies and was available to casual enquirers to the Association.

2.3.3 Directory of Educational Programmes

The first version of this had been printed and Dick Pearson would be grateful for any additions or amendments so that the next edition would be more complete.

2.3.4 History as covered by the President

It was hoped that a paper covering the history would be available before the next Congress.

2.4. Permanent Address

The Association's permanent address will be

C/o Human Factors Society  
Box 1369 Santa Monica  
California 90406, USA.

This will be published in directories etc so that casual enquirers to the Association get to an address which is up-to-date and which can supply routine information. The addresses of the officers will continue to be the normal point of contact with the Association for all on-going business.

2.5. Contact with Outside Organisations.

The Secretary reported that there were a number of international official bodies with whom the Association needed to maintain contact and this could only be done by having individual members of Federated Societies who had the appropriate knowledge to represent us at the meetings of these bodies. This was not easy to arrange.

2.5.1

### International Standards Organisation

It ~~was~~<sup>is</sup> only through the IEA that ergonomists can have any influence on the development of International Standards. The IEA is always officially informed about any proposal and it tells the Federated Societies who in turn can put pressure on their national standardisation bodies.

Because of the pressure of work on the Secretary-General and the difficulty in getting some form of continuing contact with Federated Societies we have not been as effective as we would like. The Association has now appointed Tom Leamon of the Ergonomics Society as the official liaison contact with ISO and it is hoped that this will help to improve the situation.

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The first draft Standard "Ergonomic Guiding Principles" ~~had~~<sup>was</sup> been sent to Federated Societies in October 1978 for their comments but no replies had yet been received from the Ergonomics Society of Australia and New Zealand, Gesellschaft fur Arbeitswissenschaft, Human Factors Society, Nordic Ergonomics Society or the Polish Ergonomics Society. He hoped that in future those Societies which did not wish to make comments on papers sent to them would say so because waiting for replies to come in meant there was a chance of missing ISO and other Organisations' deadlines.

2.5.2

### International Labour Office

Contact has been maintained with this Organisation and we have been asked to comment on some papers they have produced. We have been asked to send representatives to meetings on noise and on technological changes and their effects on people's jobs. We are discussing holding a meeting in co-operation with ILO on "Ergonomics in Under Developed Countries".

In addition a contribution on the IEA is being put into a new/encyclopaedia on Occupational health and safety.

2.5.3 World Health Organisation

The IEA is a participating Organisation in this body and we try to send a representative to meetings where possible but it is often difficult to establish a common ground with the major parts of WHO Conferences.

The Secretary is always looking for people who can attend WHO meetings especially when they are held away from Geneva.

2.5.4 Comicon Ergonomics Group

The Association was represented at the meeting of this Group in Budapest last October by the Treasurer and the Secretary as <sup>it was</sup> ~~they were~~ represented in the previous meeting in Moscow by the then Chairman and Treasurer.

2.6 New Officers of the IEA

As a result of the Council meeting held earlier in the week the Secretary announced that the new President would be Professor J Rosner, the Secretary would be Mr H Davis and Professor H Scholz would be continuing as Treasurer.

2.7 Final Remarks

He was sorry to have to report the death earlier in the year of Professor Burger who had been President of the Committee which had recommended the setting up of the IEA.

As the outgoing Secretary he said that he hoped that the incoming Secretary would get more support, that letters would be answered more quickly and that offers to help further the Association aims would come more readily. During his period of 6 years as Secretary-General he had seen it become a real Association of Federated Societies and to expand its activities. It can only do more with the help of the individual members of the various Federated Societies and he hoped that this



would be forthcoming.

### 3 Report of the Treasurer

Professor H Scholz presented his statement of income and expenditure since he had taken over the account on 13 December 1976. This showed a satisfactory but not ~~A~~ too healthy<sup>9</sup> situation. A major factor in the reduction of our reserves had been payment for the special issue of Ergonomics for the Warsaw Conference. This had been the IEA's contribution to the setting up of this meeting and it was anticipated that this would be repaid in full together with a share of the profits.

He wished to re-emphasize the points already made by both the President and the Secretary that the IEA should be looking at ways in the future of increasing its income so that it was better able to meet the objectives it was setting itself.

INTERNATIONAL ERGONOMICS ASSOCIATION

STATEMENT of Income and Expenditure 1977 - 1979

| I N C O M E                                  | DM              |
|--|-----------------|
| Balance at Commerzbank 13.12.1976            | 10.275,--       |
| Ergonomics Society                           | 179,--          |
| Interest Alg. Bank Nederland                 | 212,--          |
| Profit Congress Maryland 1976                | 11.923,--       |
| Membership Fees 1977 - 1979 (Appendix 1 & 2) | 16.069,--       |
| Sustaining Membership                        | 563,--          |
| IEA-Information-Brochure (Appendix 3)        | <u>1.440,--</u> |
|  | 40.661,--       |
|  | =====           |
|  | 40.661,--       |
|  | =====           |
|  |                 |
| E X P E N D I T U R E                        | DM              |
| Travelling Costs (Appendix 4)                | 21.035,--       |
| Bank Charges                                 | 47,--           |
| Telephone, Postage                           | 614,--          |
| Transfer to Secretary General                | 5.556,--        |
| IEA-Information-Brochure (printing Costs)    | 3.017,--        |
| ERGONOMICS - Special Issue for Warsaw        | <u>6.744,--</u> |
|  | 37.013,--       |
|  | =====           |
|  | 3.648,--        |
|  | =====           |
|  | 40.661,--       |
|  | =====           |

4. PRESIDENT'S FINAL REMARKS

The President closed the meeting by thanking the Secretary Mr Reginald Sell and the Treasurer, Professor Herbert Scholz for their work during his period of office. The Secretary had the difficult task of trying to keep track of the various projects initiated by the President and the <sup>Treasurer</sup> ~~Secretary~~ had the equally difficult task of trying to stretch our meagre resources to finance his various schemes.

Professor Rosner had been the fourth member of the Executive Committee and he was grateful to him for his wisdom and his hard work in working to prepare this Seventh International Congress of the Association. He also thanked the members of the Council who had travelled far to take part in the meetings and for the contributions they had made to the running of the Association.

Finally he would like to thank all the individual members of the Federated Societies and others whom he had had contact with in his efforts to persuade them to do various things for the IEA.

Being President of the IEA had not been easy but it had been a stimulating and challenging task and above all it had been an honour to serve the Association. With that he handed over with pleasure to the new President of the IEA, Professor Jan Rosner.