

ErgoAfrica Application to be an International Ergonomics Association Network:

Preamble:

The Federation of African Ergonomics Societies (ErgoAfrica) was formed on the 6th of May 2014 in Hammamet, Tunisia to represent the needs of the African continent in the global ergonomics community. We believe that this is a very important step for a) ergonomics in Africa and other industrially developing countries and b) the International Ergonomics Association and its continued international relevance.

The following document will clearly outline the purpose, organizational structure and mode of operation for ErgoAfrica, serving as the formal application for endorsement by the IEA as an IEA Network.

Purpose of ErgoAfrica:

The purpose of ErgoAfrica is very clearly outlined in the bylaws of the federation and are presented in detail below:

ErgoAfrica is an organization whose main purpose is cooperation and mutual support between the Associations and Societies of Africa for:

- The scientific development of Ergonomics in Africa;
- Ensuring a competent professional practice of Ergonomics in Africa;
- The application and practice of Ergonomics within ethical principles and ethical parameters in Africa;
- Promoting public policies that contribute to the development of integrated systems of occupational health and labour productivity in Africa;
- Be a representative of all Ergonomics activities of the IEA in Africa.

Furthermore the objectives of the federation have also been outlined in order to be able to achieve the purpose that is outlined above. ErgoAfrica intends to support the dissemination, knowledge, and application of ergonomics and professional practice, seeking cooperation with the social and economic development of their people through the following objectives:

- Stimulate interest in learning and applying Ergonomics;
- Promote and support the creation and development of Ergonomics Interest Groups in ErgoAfrica countries;
- Encourage contact and interaction between associations, partnerships and initiatives including conferences, symposia and workshops;
- Sharing responsibility for the international professional and scientific training in Ergonomics;
- Promote technical and scientific research production in ErgoAfrica;
- To organize and sponsor Symposia, Conferences and Congresses in the context of developments and trends in the discipline and professional practice for ErgoAfrica.

We also believe that it is important for ergonomics within the African context to embrace key African values in order to ensure the success of ErgoAfrica. Consequently the following key values have been identified as being central to the purpose and objectives of the federation:

- Decent Work defined by the Memorandum of the Director General of the International Labour Organization (ILO), 1999, "to promote opportunities for women and men to obtain decent and productive work in conditions of freedom , equity, security and human dignity";
- Sustainability in production activities, defined as the balance between current and future health of workers and their working environment;
- Respect for human rights including more socially responsible approaches, acknowledging the need for social redress and more globally equitable access to economic, social, technological, political, and natural capital;
- Ergonomic decision-making should be based on the “best” solution for the entire system bearing in mind ecological equity and the socially responsible distribution of resources;
- Value and respect diversity that embraces human variability as well as ethnic and geographic diversity, and the diversity of other species (i.e. cultural diversity, human variability, and ecological diversity). This means accepting that local and indigenous solutions often have precedence over solutions that attempt to enforce ‘global’ solutions;

- Respect for the work culture which is understood as respect for the habits and customs of workers that do not involve risk or danger to themselves, their environment or their co-workers;
- Solidarity among member countries to facilitate the fulfillment of the mission of ErgoAfrica.

Organizational Structure:

The governance structure of ErgoAfrica is outlined below:

There are three entities responsible for the governance of the ErgoAfrica Federation:

- a) The Council;
- b) The Executive;
- c) The Financial oversight.

The Council shall consist of the Executive, the presidents of associations or societies of ErgoAfrica, and the immediate past president of ErgoAfrica (once we have had a change in presidency being a newly formed entity), as well as an alternate/substitute for each association or society. Each Corporate member may nominate a non-voting member of Council.

The Executive of ErgoAfrica will consist of a President, Vice-President Secretary General, and Vice-President Treasurer, who must have an alternate for each position:

- a) The positions of the Executive shall be nominated and endorsed by the association or society of their country and supported by the Society or other association;
- b) The positions of the Executive must belong to a society or association of ErgoAfrica countries;
- c) The normal term of office for Executive members is three years after which an election will take place based on the vote of the Council.

The financial oversight committee will be formed from the ErgoAfrica Council. The role of this body is to assess the finances of the ErgoAfrica. It will consist of the Vice-President Treasurer, 2 members and 2 alternate members.

The membership structures for ErgoAfrica have also been developed and are again outlined below:

ErgoAfrica consists of full member countries, corporate members, sustaining members, ex-patriate members, and Honorary members, defined as:

- a) Full members who are federated or non-federated with the IEA, or stakeholders in Ergonomics;
- b) Corporate members:
 - i. Governmental and non -governmental organisations interested in promoting Ergonomics in Africa;
 - ii. Scientific and professional bodies with an interest in promoting Ergonomics in Africa;
- c) Sustaining members who are individual or legal persons for whom the mission and values of ErgoAfrica are upheld and who wish to make a financial contribution;
- d) Ex-patriate members for whom the mission and values of ErgoAfrica are upheld and who have made a contribution to the development of Ergonomics in Africa should affiliate with with one of the Ergonomics Societies or Associations of ErgoAfrica;
- e) Honorary members who are individuals who have made a special contribution to ErgoAfrica. The designation of an honorary member must be a unanimous decision of the Council.

The various attributes of the membership categories of ErgoAfrica are also important in the organizational structures and are outlined below:

- a) Full members are Associations or Societies of Ergonomics, whose main objective is to promote scientific and professional development as well as the implementation

and practice of Ergonomics in their countries and that are legally constituted, regulated under a statute and elect their Board representatively. They are either:

- i. Federated Societies or Associations that have been recognized by the International Ergonomics Association (IEA) as federated members and maintain their obligations on a regular basis;
 - ii. Federated Societies or Associations that have not been recognized by the IEA as federated members;
- b) Corporate members are international organizations, scientific bodies, and professional bodies promoting Ergonomics in Africa, such as transnational entities, one of whose objectives includes the promotion and development of Ergonomics in Africa;
- c) Sustaining members have a deep interest in the promotion and development of Ergonomics in Ergonomics;
- d) Honorary members are those who have in the past made a significant contribution to the promotion and development of Ergonomics in Africa.

Mode of Operation:

ErgoAfrica will operate in such a manner as to abide by the rules and regulations as outlined for the various governance structures in the bylaws of the Federation.

Formation of the legal network:

ErgoAfrica through its Council will comply with all applicable legal formalities of the country where the President exercises his/her functions.

Responsibilities of the Presidency's home society:

The society that nominates a candidate for the position of President shall:

- a) Be a member of ErgoAfrica;
- b) Guarantee the autonomy of the President of ErgoAfrica to make decisions of behalf of ErgoAfrica;
- c) Vouch, if necessary, for the financial and personal integrity of the candidate;

d) To vouch for the provision of logistical structure for secretarial assistance to ErgoAfrica to assist with logistics and communications if necessary.

Minimum Operating Structures:

ErgoAfrica shall maintain the following minimum operating structures:

- a) A website;
- b) Mailing list information;
- c) An electronic journal;
- d) Provision of regular communication;
- e) A physical mailing address;
- f) A telephone number.

ARTICLE 21: Sources of income

ErgoAfrica has sources of income as follows:

- a) Annual subscription (see Article 22);
- b) Any surpluses of the activities of ErgoAfrica organised by ErgoAfrica or by members on behalf of ErgoAfrica;
- c) Any donations and/or contributions from individuals or legal entities.

Annual subscription:

Remaining a Full member, Corporate member, or Sustaining member of ErgoAfrica involves maintaining your annual subscription for good standing:

- a) The value of the annual membership fee for Full members and Corporate members will be established at the Annual Council meeting of ErgoAfrica;
- b) The minimum value for Sustaining members shall also be established at the Annual Council meeting of ErgoAfrica;
- c) Honorary Members are not obliged to contribute.

Membership benefits

The ErgoAfrica members shall have the benefit of:

- a) Preferential rates to ErgoAfrica congresses and similar activities of ErgoAfrica;
- b) Access to the electronic journal;
- c) Regular communication updates.

Costs authorized

Costs are considered authorized by ErgoAfrica

- a) Infrastructure costs to facilitate the Mission of ErgoAfrica in accordance with Article 2 of these Bylaws;
- b) Where financially possible, the costs of travel of the Executive on official ErgoAfrica business;
- c) Planned expenses for carrying out activities of ErgoAfrica;

All expenses must receive prior unanimous approval by the Financial oversight Committee of ErgoAfrica.

Participating country support:

This document provides a comprehensive background to the formation of ErgoAfrica by the associations and societies for Ergonomics in Africa and out goals and objectives. Our application for recognition as an IEA network is officially supported by all member countries:

Tunisia: _____

Nigeria: _____

South Africa:  _____