

INTERNATIONAL ERGONOMICS ASSOCIATION

MINUTES OF COUNCIL MEETING HELD AT SKYWAY HOTEL, HAYES
ON 19 AND 20 SEPTEMBER 1977

PRESENT: A Chapanis - President
H Scholz - Treasurer
J Rosner - 1979 Congress Chairman
T M Fraser - Human Factors Association of Canada
H C Boudri - Netherlands Vereniging Voor
Ergonomie
Miss B McPhee - The Ergonomics Society of
Australia and New Zealand
J Vogt - Société d'Ergonomie de Langue Francaise
A Oginski - Polish Ergonomics Society
R G Pearson - Human Factors Society
H L Snyder - Human Factors Society
B Shackel - Ergonomics Society
T B Leamon - Ergonomics Society
S Sugiyama - Japan Ergonomics Research Society
J Rutenfranz - Gesellschaft fur Arbeitswissenschaft
T O Kvalseth - Nordic Ergonomics Society
P Viskum - Nordic Ergonomics Society
G Kiss - Hungarian Society for Organisation
and Science
I Molnar - Hungarian Society for Organisation
and Science
J O'Hare - Human Factors Society
R G Sell - Secretary

Apologies were received from H L Davis, Human Factors Society; V Bulat, Yugoslav Ergonomics Society; and L Parmeggiani, Societa Italiana di Ergonomia, for their inability to attend the meeting.

C/77/1 The President welcomed all the Council members to the meeting. He pointed out that this was the first main meeting to be held under the new rules, with the members formally representing federated societies. Since there were no precedents on which procedures could be based, the Council would have to learn and develop its own operating rules as it proceeded.

He expressed his personal view that the IEA needed to increase its visibility, improve communication with its Federated Societies, hold more meetings, and sponsor more publications. Some of the difficulties of administering the IEA are due to the international distribution of its members, the volunteer status of its staff, the absence of a permanent office, and the constantly increasing costs of travel and postage.

C/77/2 The minutes of the Council meeting of 16 July 1976 and the Executive Committee meeting of 24/25 February 1977 were approved as correct.

C/77/3 There were no comments on the draft minutes of the General Assembly held in Maryland on 14 July 1976.

C/77/4 Matters Arising

(EC/77/22) The Secretary reported that he was unable to find out from previous officers the reasons for having the Association registered in Switzerland. He will continue to pursue the matter. It was agreed that the registration would stand until any further information was available.

answered, (3) Federated Societies were lax in reporting changes in officers, (4) information sent by surface mail was slow, and (5) the cost of postage was continually increasing.

Action
Secretary

Snyder proposed and O'Hara seconded the motion that Rabideau be appointed editor. The motion was approved and the Secretary asked to approach him.

The post will be initially for one year to see if such a newsletter could be set up and was viable. The aim would be to have the first issue appear on 1 January 1978 (or as soon as practicable after that). Financing the newsletter will be difficult and the Treasurer recommended an annual limit from IEA funds of DM1,000. Shackel would approach Taylor and Francis and Snyder the Johns Hopkins press about possible financial support. Failing that, ITP or the German Marshal Fund might be approached. Travelling expenses of the Editor would not be paid from IEA funds.

Action
Shackel
Snyder

C/77/13 Ways of increasing visibility of IEA

It was agreed that action was necessary on this matter, but that it was covered by a number of other items on the agenda. Among other things, the IEA should consider the publication of its own journal and monographs, and the Newsletter Editor should get reports of relevant meetings (ISO, WHO, ILO) attended by representatives of the IEA and should publish those reports.

C/77/14 Categories of Membership

This item was on the agenda because of the need to consider whether organisations other than Ergonomics Societies could have some form of membership in the IEA. The question arose because of other international societies which, like the IEA, do not have individual members and which, because their interest in ergonomics was peripheral, would not be prepared to pay dues as associate members. ICSID was one such Society that would like to have some sort of formal relationship with the IEA. The Human Factors and Telecommunications Group had also expressed some interest in a similar form of association.

At this point in the meeting it was agreed that a change in IEA rules to permit such memberships must be referred back to the Federated Societies for their approval.

Shackel proposed and Fraser seconded the following proposed change in the rules. This will be discussed again at the next Council meeting.

Insert on Page 1 of present rules after D:

"Associated Organisations

Action
Federated
Societies

Groups and organisations that have an interest in ergonomics and that are international in nature may be accepted as Associated Member Organisations upon conditions to be determined by the Council in each individual case.

Relevant considerations to be acted upon by Council in each case are:

- 1 The appointment of a liaison officer by the IEA from or on behalf of the IEA Council, to report to the IEA Council and to evaluate conference programmes and proposals. When the associated organisation plans a specific conference a liaison officer will be appointed in co-operation with the Federated Society representing the geographic area closest to the location of the proposed meeting.
- 2 The fees, if any, that should be paid to the IEA.

- 3 The formalization of procedures for the exchange of information.
- 4 Agreement on the conditions that should be met for IEA sponsorship of meetings and other activities.
- 5 The benefits that would apply to IEA members attending meetings of the Associated Organisations, and vice versa."

C/77/15 CRITERIA FOR CORRESPONDING MEMBERSHIP

The Secretary said that we had an application from an individual for corresponding membership but that the IEA had no other corresponding members at present and no agreed criteria for membership. It was agreed that the IEA had practically nothing to offer individuals and that their interests would be better served by membership in any one of the Federated Societies. It was thought that whatever his interests or situation, any person in the world should be attracted to at least one of the affiliated societies of the IEA.

Action
Federated
Societies

It was proposed by Leamon and seconded by Boudri that the category of individual membership be dropped. This proposal is to be put to the Federated Societies and is to be finally voted on at the next Council meeting.

C/77/16 Contact with WHO/ISO/ILO

According to the secretary the main problem in maintaining contact with these organizations are: (1) the difficulty of finding IEA representatives who could attend meetings which are often announced at short notice, (2) expense that might be involved in attending meetings, and (3) the difficulty of getting reports back from those who did attend meetings.

Action
Secretary

With ISO it was often possible to use as an IEA representative somebody who was already attending as a member of one of the standards organisations. It was agreed that attempts should be made to appoint a representative from a relevant Federated Society to represent the IEA permanently on each sub-committee of WHO, ISO, or ILO. This will only be possible when a sub-committee regularly held its meetings in a particular country.

Further attempt should be made to establish liaison with the WHO. Particular areas of ergonomic interest might be the health consequences of bad postural situations (it was thought that Cazamian might be able to help in this respect), behavioural technology, and occupational hygiene.

It was also thought that contact should be built up with the ILO by drawing their attention again to the IEA.

C/77/17 Ways of increasing income

The President said that he thought that the IEA needed urgently to increase income if it was to support effectively an expanded program of activities. In this connection he thought that the IEA should be approaching international organisations to see if they would give money to support the general work of the IEA as many US corporations now do with respect to the Human Factors Society. The Secretary was concerned that, since most international corporations have their headquarters in one country, the Federated Societies might see the IEA as competing with them. Snyder did not think that approaching international corporations would compete with national societies. He proposed and Pearson seconded a motion that approaches should be made to selected international organisations to see if they would support the

Action
all

general work of the IEA. The President reported that he had assistance of two people, Dr N P Crawford and Dr B B Morgan in the USA who will be carrying out this activity. Ideas for contacts and organisations to approach would be welcomed by them.

C/77/18 Publications

Pearson pointed out that the HFS makes a profit from the sale of proceedings of its annual conferences and he thought there was a possibility that the IEA could make similar profits from the publication and sale of its conference proceedings and perhaps from the publication and sale of international reviews of ergonomics. The President said that the HFS would be prepared to provide space for book storage and to collect money on the IEA's behalf if the IEA did go into the publication business. This would also provide a permanent address for the receipt of orders for IEA publications. Shackel suggested that the IEA should consider appointing a business manager.

Action
Fraser

It was agreed that a sub-committee should be appointed to prepare a report on IEA publications for the next meeting of the IEA Executive Committee in January 1978. Action of the Executive Committee should then go to the next meeting of the Council. The convenor of this sub-committee is M Fraser and the other members are Sugiyama and Rosner.

C/77/19 Reports from Federated Societies

A written submission had been received from Hungary and is now circulated (Appendix 4).

Action
Secs of
Federated
Societies

It was agreed that each Federated Society should send a one page report on its present status for circulation with the minutes.

President
action
taken

It was agreed that some attempt should be made to involve the Russian Society in the IEA. The President said that he had taken appropriate steps in this matter.

C/77/20 Regional Groups

It was agreed that the IEA at the moment was too small to form regional groups. Any moves of this sort would be too divisive.

C/77/21 Preparation of history of the first 20 years of the IEA

The Secretary reported that he had contacted both Grandjean and Bonjer. Grandjean agreed that he would see what he could do but it had also been agreed between the Secretary and Grandjean that Stansfield had been very much concerned with the pre-history of the IEA through the European Productivity Agency and that he should write his account of the events that led up to the first meeting in 1961. Bonjer was unwilling to do very much at the moment because he had none of the papers. The Secretary said that he might be willing to do something but not while he was still acting as Secretary of the IEA.

Action
Sec/
Federated
Societies

It was agreed that the Federated Societies will be contacted so that they could be preparing information on how they first got involved with the IEA. These statements could be incorporated into the history when it was written.

C/77/22 IEA Awards

The Secretary said that he had written to Dr Sjöflot to ask if he would convene a committee to look at the desirability of having honorary members and, if so, what the criteria for membership should be. The letter also asked Sjöflot to consider other awards that the IEA might make. Since no reply had been received, it was agreed that a small sub-committee of the Council should be set up to consider these matters. O'Hare is convenor, Shackel and Kvalseth are members. The terms of reference would be to examine the philosophy of recognition and, if it was thought desirable, what action could be taken.

C/77/23 Propagation of Ergonomics knowledge

There was no time left to discuss this topic adequately but Kvalseth, who had raised it, was asked to consider whether a conference might be organised on this topic.

C/77/24 Date and Place of Next Meeting

It was provisionally agreed that the next meeting should be held immediately before the International Congress of Applied Psychology due to be held in Munich from July 30 to August 5. The next Executive Committee meeting will be held in Luxembourg in January or February 1978 unless the President was to come to some other location in Europe at about that time.

NAMES AND ADDRESSES OF DELEGATES TO THE COUNCIL MEETING OF THE INTERNATIONAL
ERGONOMICS ASSOCIATION, LONDON, ENGLAND, 19-20 SEPTEMBER 1977

T M FRASER MD Department of Systems Design, University of Waterloo,
Waterloo, Ontario, Canada, N2L 3G1

HENRI C BOUDRI Ergon Adviser, Minervalaan 110, Amsterdam, Netherlands

BARBARA McPHEE Occupational Health, School of Public Health and
Tropical Medicine, Building A27, Sydney University,
NSW 2006, Australia

JEAN-JACQUES VOGT Centre D'Etudes Bioclimatiques, 21 Rue Becquerel,
67087 Strasbourg-Cédex, France

ANDRZE OGINSKI Department of Occupational Health, Medical Academy
PL-30-969, Kraków, POB 13

JAN ROSNER UL Narbutta 15 m 1, Warszawa, Poland

RICHARD G PEARSON Industrial Engineering - Box 5511, North Carolina
State University, Raleigh NC 27607 - USA

HARRY L SNYDER Department of Industrial Engineering, Virginia Polytechnic
Institute, Blacksburg, VA 24061 USA

J O'HARE Office of Naval Research (Code 455), 800 N Quincy Street,
Arlington, VA 22217 USA

PROF B SHACKEL Department of Human Sciences, University of Technology,
Loughborough, Leicester, UK

TOM B LEAMON Ergonomics Branch, Institute of Occupational Medicine,
NCB, Stanhope Bretby, Burton-on-Trent, DE15 0QD, UK

PROF SADA0 SUGIYAMA Kwansei Gakuin University, Nishinomiya, Hyogo, Japan

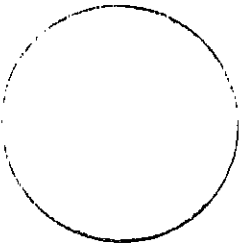
PROF J RUTENFRANZ Institute für Arbeitsphysiologie an der Universität
Dortmund (Institute of Occupational Health Dortmund
University) D46 Dortmund, Ardeystr 67

TARALD O KVALSETH Division of Industrial Management, University of Trondheim,
Norwegian Institute of Technology, N7034 Trondheim-Nth,
Norway

POUL VISKUM Odense University Hospital, Department Occupational
CONSULT PHYSICIAN Medicine, 5000 Odense, Denmark

"
DR GYORGY KISS Tech University of Budapest, Psych Section, 1111 Budapest,
Egri Jozsef-utó 1, Hungary

DR IMRE MOLNÁR 1068 Budapest (Hungary), Rippe-Rónai u 28



Suggestions for Finance Committee
Operations for Future IEA
Conferences

Based on our experience with the Sixth Congress of the IEA, the following suggestions are made for future guidance. We will be glad to provide additional specific details. Questions may be addressed (in English or French) to:

John H. Hill
5505 Sachem Drive
Forest Heights, Maryland 20022
USA

These suggestions are applicable to a Congress held on the same basis as ours, namely that most of the Committee work is done by volunteer members of the Society who are not paid for work related to the Congress. Also, the suggestions are valid assuming a banking and financial system like that of the United States.

1. It is imperative that a prospective budget be prepared at the very initiation of Congress planning. The initial budget need not be firm or binding--it can be revised as the Congress date approaches and better data becomes available as to anticipated attendance, income and expenses. The budget for the Sixth Congress was revised about four times between initial submission, two years before the Congress, and the actual Congress date. It is nonetheless necessary to prepare a budget (even a tentative one) at the earliest possible time, in order to control expenditures in a realistic manner.

2. In order to expedite handling fund transfers from foreign countries, registrants should be instructed to send bank drafts in the same envelope along with their registration forms--, otherwise you may experience the problem we had of cross-identifying between a bank transmission and a registration form. We made the mistake of asking registrants to have their banks transmit their funds directly to our bank for deposit in the Sixth Congress Account. This caused great trouble in associating the transmission notice, which may not even include the name of the registrant, with his actual bill.

3. It is necessary to provide very close coordination between people handling pre-Congress registration and the Finance Committee. This is needed to provide up-to-date

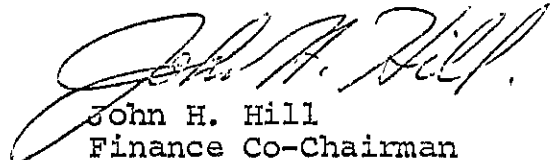
accounting of payments received and purposes intended since multiple purposes are usually indicated on the registration form (eg, actual registration fee, lodging costs, meal charges, special events charges and Proceedings purchase).

4. It is highly desirable to have one or more persons on the Finance Committee who are skilled in bookkeeping and willing to spend the time required.

5. It is necessary to open and maintain a checking account at a bank during the early stages of planning Congress. Initial funds for expenses payable in advance of the Congress were provided to the Sixth Congress by loans from the IEA and the Human Factors Society. These loans were repaid after the meeting from Congress income.

6. It is necessary for the Finance Committee to coordinate closely with members of other Committees whose duties will require them to receive cash income for the Congress. This coordination is to assure that cash received is properly accounted for and receipted for.

7. Other Committees involved in collecting cash for the Congress include the Registration Committee and the Special Events Committee.


John H. Hill
Finance Co-Chairman

REGISTRATION INCOME

186	Early Registration/Regular	@ \$80	14880.00
21	Early Registration/Accompanied	@ \$40	840.00
79	Registration After June 1/Regular	@ \$100	7900.00
4	Registration After June 1/Accompanied	@ \$50	200.00
40	Student Registration	@ \$36	1440.00
11	Invited	@ \$40	440.00
31	Exempt		--
146	Individuals For Day Registrations		
	204½ Day Registrations	@ \$30	6135.00
	16 Day Registrations	@ \$10	160.00
518	TOTAL		31995.00

INCOME SUMMARY

Acct No.

I 1	Registration (Accounting on pg. 3)	31995.00
I 2	Grants	5110.00
I 3	Program Advertising	655.00
I 4	Exhibits	1350.00
I 5	Coffee Sponsorship	300.00
I 6	Special Events	6780.00
I 7	Proceedings Sales (At convention)	4562.50
I 8	Sidewalk Cafe	1288.65
I 9	Miscellaneous	213.17
I 10	Loans	5032.75
I 11	Lodging Deposits Received/Later Transferred	10307.56
I 12	Monies Received/Later Refunded	<u>2124.14</u>
	TOTAL	69718.77

BALANCE SHEET

	Income	Expenses
Income	69718.77	
Expenses		68244.38
Income From IEA	41.65	
Income From HFS	5900.05	
Loan Repayed to IEA		4032.75
Loan Repayed to HFS		1000.00
	-----	-----
	75660.47	73277.13
Operating Margin		2383.34
½ Operating Margin		1191.67

EXPENSE SUMMARY

Acct No.

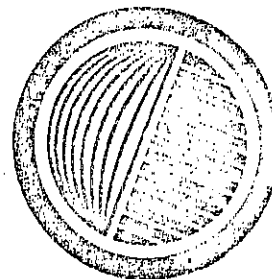
E	1	Registration	564.95
E	2	Exhibits	1045.93
E	3	Technical Program Committee	443.65
E	4	General Administrative Expenses	618.34
E	5	Printing, Graphics, Composition & Duplication	7833.16
E	6	Mass Mailing Expenses/Labels	346.44
E	7	Proceedings/Ergonomics Journal	8987.00
E	8	Meeting Space	2762.00
E	9	Translation-Written	961.00
E	10	Simultaneous	7062.00
E	11	Audiovisual	1130.79
E	12	Honorarium	500.00
E	13	Catering, Food, Coffee	11609.89
E	14	Sidewalk Cafe	1460.49
E	15	Flowers	273.00
E	16	Bus Transportation	3725.00
E	17	Telephone	411.57
E	18	Conference & Institutes Division Fee	5721.22
E	19	Refunds - General	2124.14
E	20	Refunds - Ergonomic Journal	356.25
E	21	Lodging Transfers	<u>10307.56</u>
TOTAL			68244.38

BALANCE SHEET FOR ACCOUNT WITH IEA

	<u>DUE IEA</u>	<u>DUE 6th CONGRESS</u>	<u>BALANCE</u>
Repayment of loan to IEA	4032.75		
50% of operating margin - pay to IEA	1191.67		
Convention expenses Due 6th Congress			
Room Charge		15.00	
Xerox Charges		26.65	
	<u>5224.42</u>	<u>41.65</u>	<u>5182.77</u>
BALANCE PAID IEA			5182.77

INTERNATIONAL ERGONOMICS ASSOCIATION

Appendix R



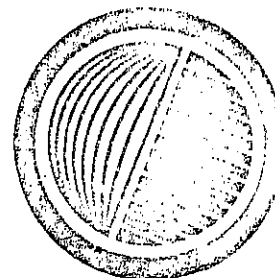
- President:** Prof A. Chapanis, Dept of Psychology, The Johns Hopkins University, Baltimore, Maryland 21218, USA
Tel: Office +1-301-338-7088 Home +1-301-661-2588
- Secretary General:** R. G. Sell, 5 Lyncroft Gdns, Hounslow, Middx TW3 2QT, UK
Tel: Office +44-1-273-3608 Home +44-1-894-4844
- Treasurer:** Prof Dr H. Scholz, Ardeystr 67, D-4600 Dortmund 1, W. Germany
Tel: Office +49-231-124243 Home +49-231-128497
- Bankers:** Commerzbank Dortmund Account No. 210 6508

Financial Statement 13.12.1976 - 22.9.1977 (Summary)

<u>Income</u>	DM	DM
Balance at Bank on 13.12.1976 (Commerzbank)	10.274,69	
Ergonomics Society	179,07	
Interest Alg. Bank Nederland	212,48	
Membership fees 1977		
- Gesellschaft für Arbeitswissenschaft	463,03	
- Human Factors Society	1.343,78	
- Japan Ergonomics Society	260,29	
- Ergonomics Society	710,38	
- Société d'Ergonomie SELF	220,70	
Profit Congress Maryland 1976	<u>11.923,34</u>	25.587,76 =====
 <u>Expenditure</u>		
Travelling costs:		
- Ex.Com.-Meeting Luxemburg Febr./77		
Prof. Chapanis	2.013,89	
Prof. Scholz	347,85	
Prof. Rosner	1.100,--	
- Congress arrangements Warszawa Apr./77		
Prof. Scholz	<u>1.008,40</u>	4.470,14
Tax & Costs (Bank)		17,72
Telephone		117,30
Transfer to R.G. Sell	984,35	
	820,20	
	<u>820,20</u>	<u>2.642,75</u>
		7.229,91
Balance at Commerzbank on 22.9.1977		<u>18.357,85</u>
		25.587,76 =====

22.9.1977

INTERNATIONAL ERGONOMICS ASSOCIATION



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- Bankers:* Commerzbank Dortmund Account No. 210 6508

Expenditure

DM

Travelling costs

- Ex.Com.-Meeting Luxemburg 25.2.1977	
Prof. Chapanis	2.013,89
Prof. Scholz	347,85
Prof. Rosner	1.100,--
R.G. Sell	<u>363,65</u>
	3.825,39
	=====
- Congress-arrangements Warszawa	
Prof. Scholz	1.008,40
R.G. Sell	<u>871,50</u>
	1.879,90
	=====

22.9.77

NACZELNA ORGANIZACJA TECHNICZNA
FEDERACJA STOWARZYSZEŃ NAUKOWO-TECHNICZNYCH

RADA GŁÓWNA W WARSZAWIE

STOWARZYSZENIE
 WYSZEJ UŻYTECZNOŚCI

Dr. R.G. Sell
 Secretary General of the International
 Ergonomics Association
 5 Lyncroft Gardens,
 Hounslow, Middlesex
 TW3 2QT England

Warszawa 1, Czackiego 3/5
 Skrytka pocztowa 903
 Telefon centrali 26 74 81
 Skrót telegraficzny W-wa NOT
 Telex NOT W-wa 813-225

Warszawa, dn. September 1977.

Dear Sir,

We have the honour to inform you that a Polish Ergonomics Society has been constituted on the 16th May, and has been registered in the registry of societies and associations in Warsaw on the 17th August 1977.

The Committee of the Society is constituted as follows:

Chairman: Prof.dr. Zbigniew Jethon
 Vice-chairmen: Prof.dr. Bohdan Lisowski
 Prof.dr. Zygmunt Zbichorski
 Prof.dr. Jan Rosner, as Chairman of the Organizing
 Committee of the VIIth Congress of the International Ergonomics Association.

Secretary: Dr. Piotr Kraeucki
 Treasurer: Dr. Halina Ćwirko
 Members: Prof.dr. Jan Kaczmarek
 Prof.dr. Mieczysław Krause
 Associated Professor dr. Andrzej Ogiński
 Associated Professor dr. Longin Paluszkiwicz.

The address of the Society reads as follows: Polskie Towarzystwo Ergonomiczne, 01-163 Warszawa, ul. Kozielska 4.

Following the constitution of the Polish Ergonomics Society please take the necessary steps to transfer the Polish membership in the International Ergonomics Association from the Polish Committee on Ergonomics and Labour Protection of the NOT to the Polish Ergonomics Association which will take over the payment of the contributions to the IEA as from January 1, 1977.

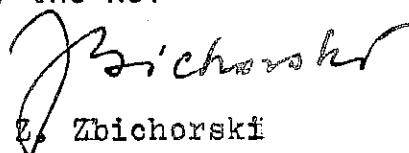
Yours sincerely,

Chairman of the Committee
 of the Polish Ergonomics
 Society



Z. Jethon

Chairman of the Polish
 Committee on Ergonomics
 and Labour Protection
 of the NOT



Z. Zbichorski

Secretary
 of the NOT



Z. Skierski

INFORMATION

about ERGONOMICS SITUATION IN HUNGARY
=====

Before all, firstly let me thank you heartily that we are allowed to sit between you as members of the Association. We shall do the best we can to participate actively and to forward the aims of the IEA.

I would like to give you some information about our Hungarian Society of Management and Organisation, firstly of the activity of our Ergonomical Group. It is characteristic, that at the foundation of the Society and in the beginnings it was just the work-psychologists who did the main part of organization and forwarding. But - as this branch of psychology was a stepchild of the branch since the 1919-ths - and not supported at all in our country, the activity of work-psychology was only activized before 18 years ago. The beginning was, that two works of textiles /usines/ were ready to make an experience, if they can do something useful with the aid of the boasting psychologists. And really, this experiences showed themselves as to be successful, and so the activity of work-psychologists was speeded and gained terrain from usine to usine. In this success, our Society had already a significant part, that's said better, the pioneer-society of ours, called Committee for Industrial Economy. Already in the 1960ths, a Working-Psychological Section was founded in the body of the Psychological Society, much more effect and fruit was to be thanked to the Ergonomical Work Commission, activized in the Federation of the Technical and Scientific Societies of Hungary /MTESz/.

This Federation gave not only a forum, a basis to the activity of work-psychologists, but also offered them an opportunity to contact the leaders of industrial works - technical and economic leaders too. I shall say that the before-going negativity of all psychology in Hungary did not only cause a great want of all psychologists, but also before experts and leaders of terrains where active, psychologists were at work, the psychology itself was a so called "terra incognita", a perfectly unknown terrain.

Therefore, in this times, the first to do was the information of all industrial leaders about psychology, the waking of interest! This was also really the topic and aim of the first work-psychology conference, organized in Hungary in year 1964, by this Working Committee.

Our Ergonomic Section - in spite of a situation much improved since the 13 years passed-by - has to maintain the level of informations, towards technical and economical leaders: it is one of our first aims. And for this, we are organizing special courses /seminaries/ for the interested people in this question, leaders, experts and so on.

And- in spite that since this more ergonomical conferences /three of them/ were really more and more to be called as consulting sessions, the technical experts of this topics are increasing in number from conference to conference, and also their active partaking in the discussions are proofs and symptoms, that during a short period of time, after the loss of the first times, we are successful in gaining terrain and improving very rapidly.

Today in Hungary there are actively working ergonomical

groups and laboratories at cca 50 works /usines/ or even ergonomical teams, which include psychologists, engineers, usine-health staff /doctors/and experts for working safety in this group or team. Their business is to do a great number of special works according to the characteristics of Hungarian industry-life. This characteristics includes the various bestanding of perfectly automatized usines and also of usines,working places of different development-level. Therefore, they have to do sometimes correctional ergonomic working, like which there is nothing to do more in the countries where technical level is on a surpassed-super production niveau already, and simply cannot happen more and to be spoken of.

The factors of working environment and atmosphere /such as light, noise,damages caused by air-uncleanness,climatical conditions/ are also included in this. We can already praise as positivity and success, that today this ergonomical teams are more and more asked by the new constructions and working places, where ergonimic project is a point of view.

By determining the leading places,az moving-band production or where ergonomic workshops are organized,this much to do-activities are all required, one after the other.

We have to offer a great part of our activity to the preventing of work-accidents,but there is also primary need for the social-psychological working in connection with the work, the atmosphere of good will and good-feeling, satisfaction at the working place and in first line also to the elimination of all fluctuation in workers and the discontentments causing it.

In our country - Hungary - beneath very large practical work a scientific researching working activity is also in life, in the National Work-Health Institute the needs of the workers are examined in physiological and psychological components-view too. At the Psychological Section of the Budapest Technical University the behaving of operating activity in special conditions is the topic of laboratory- and also natural environment conditions. In the Work Research Institute the characteristics of human attitudes are examined in its social-psychological symptoms and special postures.

In the same time as active researches, we are also aiming to gain the results of abroad-researches and results, utilizing them adapted to our Hungarian conditions.

Beneath the laboratories of our fabrics, works, the greatest part of our ministeries have ergonomic section in their organizing institutes, where not only working in the Ministry, s own departments, but also the research topics are involved. The same is expected at the technical and agricultural universities research institutes.

Our section has the main mission to offer a forum, a basis for mutual information in all working committees, organizing systematically round table and discussion meetings, anquêtes, conferences, etc. for discussing all actual problems. All this - because we are only a few experts working there - can be only guaranteed and done in form of activizing and leading in our work the expert members of all the 28 member-society of the Federation /MTESz/, this cooperation giving the necessary basis to our ergonomical working.

I can tell as exemple, that we are like a little-dimensioned

motor which move a connected- to his dimensions immense ship- with his engine-activity.

Between our many problems I would like to mention you only two. That ergonomics was firstly lanced in Hungary by the psychologists is O.K., all doings shall begin somewhere and from somebody's proposal, everything has his beginnings. But ergonomics is needing experts from more and different territories. And that we, psychologists are untill today the greatest membership in the Ergonomic Section - and somewhat a little too much of us! - is not sufficient and good. Therefore, one of our first and main mission is to increase the number of engineers, economists, medical staff, /surgeons, doctors, health-people of all kind/ sociologists, and to improve the balance so - ending with the domination of psychologists in the ergonomical section! This happened just untill today satisfactorily with only the engineers.

The other problem - and not one with very speedily results - is the general study and education of Ergonomics-science, firstly in the ground education of engineers and health staff, doctors of the usines and workshops. On this terrain the actual situation is very mixed. At the side of leader-education /management-organization leading/ at all levels of it, ergonomics, work psychology, leadership-psychology, sociology has his own place, but on the other side, at the different engineering faculties - I shall say, in education material of most of them - ergonomical education-material is not enough, or not at all present - perhaps only as facultative-education topic.

But so much is indeed gained already by our constant efforts, that - on our proposal - the Ministry of Education has fixed

beginning with 1978 at the Budapest Technical University an "ergonomical-engineers", 2 year postgraduate education. This is very good, but - not enough. We are of the opinion, that ergonomy has to be fixed as education topic already in the beginnings of engineering education.

Between our results we think to mention as very essential the bulletin "Ergonomical Standard", published by the Hungarian Standard Office in 1976. In this the results of ergonomical workings of usine, laboratories and research institutes are also realized.

* * *

At the end, I would like to announce you that in the year 1978, in common with the Hungarian Work Ministry's Working Research Institute, we are organizing in Budapest the III-rd Ergonomical Conference of the COMECON - countries.

The first of them was organized in 1972 /Moscow/, the second in 1975 at Burges, On the first occasion, ISA-representants were also participating in Moscow, the president of this period, Professor Metz and Professor Wisner. We hope sincerely, that the active President and Secretary of ISA will also honour with their presence our Ergonomic Conference in Budapest.

Dr. Imre Molnár

INTERNATIONAL ERGONOMICS ASSOCIATION

Visit to Warsaw, May 1977, to discuss arrangements for the 7th IEA Congress
to be held 17-21 September 1979

Present	Mr R G Sell	-	Secretary IEA
	Prof H Scholz	-	Treasurer IEA
	Prof J Rosner	-	Chairman of Organising Committee
	Dr A Oginski	-	Scientific Committee
	Dr P Krasucki	-	Committee member
	Mrs M Gasinska	-	Accommodation

All previous congresses have their problems and this one will be no exception. There is a willingness to work out solutions to the problems on the part of the newly formed Polish Ergonomics Society and this should help the congress to take place successfully.

Conference accommodation

The congress will take place in the Palace of Culture a large post-war building in the Russian style. There is a large reasonably comfortable lecture theatre for the preliminary session which it will be easy to equip with simultaneous translation.

There are a number of other smaller lecture rooms for workshops and meetings but these are of a much lower standard of comfort than we would probably like. One other problem is that they are in different parts of the building which has more than 20 floors and it will be difficult to keep the conference members together because of this dispersal of accommodation.

There is a very elegant room which can be used as a conference lounge, reception area and for light refreshments but if this is hired it will be necessary to also hire an adjacent meeting room which although it is also elegant is very expensive and, being of the council chamber layout of an unsuitable size and shape. It is essential that some sort of attractive lounge and coffee area be provided in the Palace of Culture, to ensure that people can meet each other in a reasonable atmosphere.

During our visit the lifts in the building seemed to respond to calls in a random way and this may cause a problem.

Accommodation

Orbis the official Polish travel agency seemed to be under the impression that attenders of international congresses are all on liberal expense accounts and were talking in terms of the two dearest hotels in Warsaw (the Forum and the Inter-continental) both at about £30 per night. They will need to be brought back to earth.

From later discussion with the Orbis office in London it appears that package tours at the Grand Hotel are possible at today's prices of £200 inclusive of air travel and full board for 7 nights for one person.

Hotel accommodation appears to be of a good standard in the larger modern hotels. We did not have a chance to see any of the smaller ones.

Finance

It will be necessary to get firm agreement soon on the official situation regarding money transfer back to the West of any profit made on the meeting. One problem is the different exchange rates in use depending on circumstances at present between 33-43 ZI to the dollar. Which will apply to the official congress transactions. On present estimates the congress fee is likely to be \$100.

Programme

Discussions on the scientific programme are being held in November. Prof Metz will be representing the IEA. There is a possibility of an extra day in Krakow at the end of the conference.

Russian will have to be one of the conference languages.

Publication

Decisions need to be taken about the publication of the proceedings and any charge to be made. All previous congresses have had at least the main papers published in Ergonomics with a copy available to all delegates who are not subscribers. Usually this has been done with the cost included in the conference fee and a refund made to subscribers. One extra problem with this meeting is to know what to do about papers whose original language is Russian.

Publicity

The Secretary will inform all Societies of the date of the meeting so that they can publicise it in their news letters. The Secretaries of national societies should be asked how they wished to have future circulars distributed.

General Tourist Points

Poland is not a consumer originated society and it will be a good idea to have a special leaflet written for the guidance of Western delegates on the culture and tourist situation covering travel, hotels, food, tipping practice etc. Buses are cheap and frequent but the system needs to be understood and as English is not easily understood it might be desirable to provide a special map of the bus system. Taxis are reasonable in price. Cafes run out of milk very early in the day.