

IEA COUNCIL ANNUAL MEETING

Toronto, Canada; August 13-14th, 1994

Annex I : Final Agenda Council

Attendance

Officers:

President / Awards, Hendrick  
Secretary-General, Rookmaaker  
Treasurer, Noy

Committee Chairs:

Education & Training, Bullock  
Policy & Planning, Brown,jr  
Promotion & Publick Relations, Horino  
Publication, Luczak  
Science & Technology, Helander

Congress IEA'97, Mattila  
Ergonomics International, Konz

Representatives of Federated Societies:

Belgian Ergonomics Society : Malchaire / VanWongerghem  
Brazilian Ergonomics Association : Allues / de Moraes  
Chinese Ergonomics Society : Rongfang  
Croatian Ergonomics Society : Manenica  
Ergonomics Society : Sell / Wilson  
Ergonomics Society of Australia : Bullock  
Ergonomics Society of Korea : Lee  
Gesellschaft für Arbeitswissenschaft: Cakir / Griefahn  
Human Factors Association of Canada / Association Canadienne d' Ergonomie : Kumar  
Human Factors & Ergonomics Society : Brown,jr / Imada / Karwowski  
Israeli Ergonomics Society : Gilad  
Japan Ergonomics Research Society : Akita / Aoki / Saito  
Nederlandse Vereniging voor Ergonomie : Dul / Koningsveld  
New Zealand Ergonomics Society : Slappendel  
Nordic Ergonomics Society : Dahlman / Ruuhilehto  
Polish Ergonomics Society : Pacholski  
Société d'Ergonomie de Langue Française : Daniellou / Monod

Handwritten in green ink: "To Council (5) 7" with a large scribble above it.

### Representatives of Affiliation Societies:

European Dental Ergonomics Society : Bogopolsky  
Human Ergology Society : Horino

### Invited Observers:

Hellenic Ergonomics Society : Marmaras  
Portuguese Association of Ergonomics : Barreiros

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#### 0. To Announcements, Housekeeping

An official excuse was received from the Asociación Española de Ergonomía.

#### 1.1 To Report of the President (Doc. 1.1 To)

In his report the President recalled the several goals he had set for his three year period '91 - '94 (involvement in industrially developing countries, stronger ties with ergonomics societies, to increase IEA membership, promoting international ergonomics conferences, to strengthen ties with international bodies to activate harmonising professional standards to increase awareness of IEA). Many of these goals were in a process of accomplishment!

Also in his capacity as President, he was involved particularly in the public relations and promotion domain (guest speaker, invited plenary presentation, key note addresses, President's Column in Ergonomics International, etc). The President received - like the Secretary-General - many questions to react upon.

Finally he liked to acknowledge to Council certain organisations/persons, particularly for their generous contributions. He thanked Council for their collaboration and support in the past three years.

#### 1.2 To Report of the Secretary-General (Doc. 1.2 To)

The Secretary-General described in his report the variety of activities in the secretariat staffed by Mrs Linda Krokké. The main activities are still growing in magnitude. Bulk mail was received and also shipped (brochures). The system of proceedings-distribution has to be re-organised (Promotion & Public Relations Cee), also due to limited storage capacity and obsolescence of documents.

1.3 To Report of the Treasurer (Doc. 1.3 To)

Despite a projected deficit for 1993, there was an operating surplus, resulting in an increase in the IEA case (special projects) reserve. The IEA financial position has sustained continuous growth over the past several years. So no membership fee increases are proposed at this time. A substantial grant was received from the SELF to support the development of ergonomics in industrially developing regions. The exact conditions have to be stated more precisely. Further to the motion accepted by Council in Warsaw (1993), Council now accepted the details worked out by the Executive, that "upon specific application by the organisers of an IEA-supported conference, the IEA Executive Committee may, at its discretion, waive the capitation fees for delegates from industrially developing countries (to be designated). This waive, once granted for a given conference, will only be valid provided that the registration fees for the designated delegates are reduced accordingly. Notwithstanding, capitation fees for all other delegates continue to be payable".

The Treasurer asked Societies to inform him if annual fees are paid through bank transfers. Sometimes the sender of a bank transfer is difficult to find. The cheapest way of money transfer through internationally recognised banks is by bank-draft/money orders. (Societies)

Noy will prepare an updated list of society-treasurers in order to improve communication. (Noy)

2.1 To Report of Chairperson Awards Committee

2.1.1 To IEA-Awards 1994 (Doc. 1.1 To)

Hendrick (Chair Awards Committee) recalled on the development in the IEA award approach: from one award to five award-categories! For the five 1994 triennial awards 23 persons were nominated. Sometimes, the balloting for awards by the Awards Committee was very close. Therefore, it is proposed by the Awards Committee to Council that the awarding rules be changed to allow for presentation of more than one award in a given category when the voting is very close. The motion was unanimously accepted (28:+).

The nominee's 1994 are:

- Distinguished Service Award : Harry L. Davis
- Founder's Award : Karl U. Smith
- Technology Transfer Award : Houshang Shahnavaz
- Outstanding Educator's Award : Walter Rohmert
- Ergonomics Development Award : Jacques Leplat

The President's Award, created in 1993 by Council, was not awarded.

2.1.2 To International Award Liberty Mutual Insurance Comp. (Doc. 2.6 To/app.1)

The scholarship-idea needs a more general approach which will be prepared by the Policy & Planning Cee for the next Council. (Brown)

2.2 To Report of the Chairperson Education & Training Committee (Doc. 2.2 To)

2.2.1 To Symposium Palermo, October 1993

Opportunities to discuss the certification and accreditation issues were provided by the Società Italiana di Ergonomia / SIE, who arranged (and sponsored!) a Symposium on Ergonomics Education, Certification and Accreditation in Palermo. This event was very successful and followed up by special sessions during the Toronto IEA'94 Congress.

Council liked to express their gratitude towards the SIE for their support!

2.2.2 To Guidelines on Code of Professional Practice (Doc. 2.2.2 To)

The draft-IEA formulated Code of Professional Practice was circulated to all Federated Societies. Responses were collated in this final version of guidelines which are offered by IEA for use in the societies, should they wish to adopt a code of professional practice within their society. Council is most grateful to Kumar.

2.2.3 To International Directory of Educational Programs in Ergonomics / Human Factors

During this Council meeting Pearson (Leader of the Task Force) could present the 1994-issue of the Directory, based on contributions/reactions from 251 contributors from all over the world. Copies will be sent to the contributors (Pearson)

to the IEA-member secretariats and upon requests (eg. IEA sponsored conferences). (Rookmaaker)

Pearson was congratulated by Council on finalising this major task.

2.2.4 To Roving Seminars

Roving Seminars (initiated by Kuorinka) were offered in South East Asia in August 1993. IEA and ILO each supported lecturers (IEA : VanWonterghem; ILO : Kogi and Pinnagoda) to lecture in Thailand and Indonesia. They worked in coordination with local lecturers/ The IEA could fortunately use for the Roving Seminars funds donated by ESA and HF&ES. Through evaluation of the courses, we were able to learn from this experience. Currently, the possibility of holding joint ILO/IEA Roving Seminars in Africa and/or South America are being explored.

2.3 To Report of the Chairperson Policy & Planning Committee (Doc. 2.3 To)

2.3.1 To Basic Documents (current June 1994)

This is a continuous process of updating. Major revisions in this 1994-issue: the table of contents, the IEA history, the listing of Councillors, the award-section. In order to realise consistency in the Basic Documents, a rule change is proposed as follows:

Section 6(3) of the Rules be changed to read "26" members; and that the second paragraph of Section 8 be changed to read, "Each Federated Society with 26 to 500 members shall nominate one member of Council: those with 501 to 1000 members shall nominate two: and those with 1001 or more members shall nominate three members of Council. Each Affiliated Society and Sustaining Member shall be entitled to send one non-voting representative to sit on Council.

Council voted unanimously in favour (30: +).

2.3.2 To IEA-Logo

After a lengthy discussion all the motions to modify the wording of the actual IEA-logo are defeated (Delete all the wording: 2: +; 20:-; 5:0. Leave only "one world: 3: +; 21:-; 5:0). The Executive is charged by motion (26: +; 1:-; 2:0) to prepare and present more than one proposals for an updated IEA-logo and house-style in general at the next Council. (Executive)

2.3.3 To Triennial-Biennial IEA Congress

From the received reactions from Federated Societies the preference was unanimous in favour for the triennial mode. No vote was required.

2.3.4 To IEA-Survey

All Federated Societies are now included in the survey-study. The final draft report will be finished by the end of August and sent to the Federated Societies for review and comment. (Councillors)

The final version will follow in fall 1994. (Brown)

2.3.5 To New-Councillors Workshop 1994

The Workshop - attended by 10 delegates (except the Executive) from 9 Federated Societies - was commented as very useful.

2.4 To Report of the Chairperson Promotion & Public Relations Committee  
(Doc 2.4 To)

Due to difficulties of various origin, the IEA Portable Display Unit was not readily available for the Toronto Congress. However, the presence at the WWDU Conference in Italy/October 1994 is foreseen. (Horino)

None of the other Pr&PR-items could be discussed.  
The Executive will follow the process carefully. (Executive)

2.5 To Report of the Chairperson Publications Committee

The President informed Council formally about the change in chairperson of the Publications Committee. He nominated after the termination by Ward (fall 1993), Luczak as chairperson Publications Committee.

Luczak informed Council about the action items he is planning to realise with the Publications Committee for the future (eg. yearbook with milestones of ergonomics; newcomers of the year). At the next Council he will be more specific. Council asked Luczak to also pay attention to the applied character of ergonomics. (Luczak)

2.5.1 To CheckPoint Book

This issue will be edited end 1994. The figures are still a problem. The final editing will be executed by Kogi and Kuorinka. The printing will be realised by ILO.

Used at the Roving Seminars (see item 2.2.4 To) the draft version appeared very useful with, however, the need for modifications.

(Kogi, Kuorinka)

2.5.2 To IEA-Brochure

After the officers-election, the actual IEA brochure will be outdated. A new version will be prepared. (Luczak)

2.5.3 To Ergonomics Glossary

This item was not treated by Council.

#### 2.5.4 To Scientific Publications / Journals

In his contribution Luczak underlined his intention to improve the integration-approach. With the actual situation of a broad diversity of ergonomic publication/journals on specialised fields, there is a risk of "segmentation", a lack of integration. (Luczak)

#### 2.6 To Report of the Chairperson Science & Technology Committee (Doc. 2.6 To)

The Science & Technology Committee has 4 main objectives, characterised by the following words:

1. to promote and coordinate information exchange
2. to advise and assist in program development
3. to take initiative in organising
4. to assist industrially developing countries

#### 2.6.1 To Status of Technical Groups (Chapter 2.6.1 To of Doc. 2.6 To)

Helander described the gradual improvement of most of the TG's. There are many newly appointed very active chairpersons. Helander suggested to the TG's to consider the use of e-mail and/or fax for an improved mutual communication, which seems to work very well in the TG Musculoskeletal Disorders (Grieco/Italy). (Chairs TG's)

#### 2.6.2 To Manual for IEA Technical Groups (Doc. 2.6.2 To)

This document is suggested by-laws, not a mandate!  
The forms to be completed for IEA-Conference sponsoring, have to be sent to the Chairperson Science & Technology Committee and to the Secretary-General.

#### 2.6.3 To List of Conferences (Chapter 2.6.3 To of Doc. 2.6 To)

Three conferences are requesting IEA endorsement; two of them by request forms.

1. Ergonomics Design: Interfaces, Products, Information; October 1995 / Rio de Janeiro, Brazil. Chair: de Moraes. IEA-Conference: to be approved.

Council approved unanimously the request (29: +). The budget (including the seed money) as indicated on the request form must be reviewed by the Treasurer. (Noy)

2. International Symposium on Theoretical Basis of Ergonomics; September 1995 / Portugal. Chairs: Noy, Karwowski. IEA-Conference: to be approved.

Council discussed the procedural approach of this request. According to the request form, it will be a small scale expert meeting. The request is in principle acceptable for Council, contingent a complete agreement with APERGO. A final approval will be discussed by the Executive if all missing data is available. Result of the voting: unanimous in favour (30: +).  
(Noy, Karwowski; Executive)

3. Ergonomics Methodologies in Industrially Developing Countries; 1996 / Bali / Indonesia. Chairs: VanWonterghem, Manuaba.

Council could not make a decision due to lack of detailed information. Also the type of requested endorsement is not clear. However, as the theme is extremely important, Council admitted at this moment a limited amount of seed money (US \$ 2000). Executive has to study the proposal (incl. the budget) carefully and is requested to present at the Council 1995 a final proposal. This approach was unanimously accepted (31: +).  
(VanWonterghem; Executive)

Helander reported 3 more conferences, approved by the Executive with Conference Cooperation status.

- Human Factors in Alarm Design II; September 1995/Southampton (Conference Cooperation)
- Intern. Symposium on Ergonomics, Occ. Health, Safety and Environment; November 1996 / New Dehli. (Conference Cooperation)
- World Conference on Accident and Injury Prevention; Spring 1998 / Amsterdam. (Conference Cooperation)

### 3. To Contacts / Relations with International Bodies

#### 3.1 To UNDP (Doc. chapter 2.6.5 To of 2.6 To)

Council discussed the various proposals offered by IEA to UNDP. UNDP is requested to sponsor new technologies in industrially developing countries. In a meeting with Helander, UNDP officer Edgren strongly encouraged IEA to collaborate with ILO in submitting applications. A joint application would have a greater chance of being funded.

Council was rather hesitant in the discussion (many aspects are not yet clear; can IEA manage US \$ 3 mio?). It was decided to continue discussion in the future if more data is available.  
(Helander)

### 3.2 To ILO / WHO / UNCTAD

IEA discussed with ILO during a meeting in Geneva (February 1994) how to continue with the CheckPoints and the Roving Seminar - activities. There are ideas to translate the CheckPoints into French and/or Spanish and also to plan a Roving Seminar in Africa and/or South America. The detailed collaboration between ILO and IEA must be discussed with ILO officers. A second meeting with ILO (early 1995) is proposed by IEA.

With WHO the relations have a rather low intensity.

At UNCTAD: the Commission Science & Technology for Development is, in the science & technology-issue, the main body. The Commission counts approx. 50 members/experts. If IEA should have a consultative status at ECOSOC, it will be more easier to participate in the work of the Commission. What kind of IEA-involvement / contribution is the most effective will have to be discussed later.

### 3.3 To UNESCO (Doc. 3.1.3 To)

UNESCO decided not to admit IEA to the category of mutual information relationship (category C). As the IEA Executive do not understand/accept their arguments, IEA will try to influence the UNESCO-decision by personal lobby.

### 3.4 To ECOSOC

With the NGO-status, as the IEA has at ECOSOC, we can have more leverage especially in projects relating to industrially developing countries. It was stressed by Council that IEA tries to provide especially in teaching materials, besides teaching skills and teaching programs.

## 4. To Ergonomics International

Konz - editor of Ergonomics International - would like to receive more information about what's going on abroad. Using e-mail/fax could speed up the information distribution. Moreover, e-mail is more or less free of charge! It would be most helpful for Konz to have the e-mail addresses of the Federated Societies. Once more, he stressed the need to also have mailing list for printed copy (snail - mail!) of national key-persons (councillors/secretariat society/ local newsletter editor/(past-) president society/important local newsagents).

(Councillors)

5. To IEA-Membership

5.1 To Application Federated Membership Hellenic Ergonomics Society (Doc. 5.1 To)

Marmaras (official observer on behalf of HES) described the present situation of his Society. In order to have a clear picture in Greece about what's going on with ergonomics, the HES requires as selection mechanism qualification for HES-membership. HES is involved with ergonomic training courses and standardisation; there are at least 3 universities with specialisation in ergonomics. HES also publishes a newsletter, well distributed. Council voted unanimously in favour for acceptance (30: +).

5.2 To Application Federated Membership Portuguese Association of Ergonomics / APERGO (Doc. 5.2.1 / 2 To)

Barreiros (official observer on behalf of APERGO) informed Council about the requirements for membership. Membership is in fact open for everyone, interested and/or involved in ergonomics. The main part of the actual membership (40) is university-related. Cooperation with other Societies, especially those from Europe, is pursued. Council voted unanimously in favour for acceptance (30: +).

5.3 To By-laws Czech Ergonomics Society (Doc. 5.3 To)

Council became informed that the by-laws of the CzES were approved by the Executive as requested by Council. There were no objections. CzES has already been accepted as a federated member.

5.4 To Application Federated Membership Slovak Ergonomics Association (Doc. 5.4 / 5.4.1 To)

No official observer from SEA attended the Council meeting. After the political separation of the former Czechoslovakia, the newly founded SEA applied for IEA federated membership. The requirements for federated membership according to the Basic Documents are fulfilled. Relating to this application Council preferred to have a better insight in individual membership requirements (if any) at various member societies.

Rookmaaker will ask SEA about that.

(Rookmaaker)

Council voted in favour of acceptance (26: +; 0:-; 2:0).

5.5 To Status of the Association of Ergonomics Societies of Yugoslavia  
(Doc. 5.5.1-6 To)

In a lengthy discussion it was stated by several Council members that by using the name "Association of Ergonomics Societies of Yugoslavia" the impression is given that that Association is the legitimate umbrella-organisation of all ergonomics societies in the former Yugoslavia. That impression is obvious wrong and misleading, since there is now the Croatian Ergonomics Society. In fact Bulat represents the "Ergonomics Society of Serbia". Therefore Council decided to ask Bulat pertinently to abstain from using the wording/name "Association of Ergonomics Societies of Yugoslavia" and instead to use "Ergonomics Society of Serbia" or something similar. Like in the case of the Czech Ergonomics Society and the Slovak Ergonomics Association, this society has to apply once again for IEA Federated Membership if they meet the requirements from the IEA Basic Documents. In order to avoid further formal action, Council asked Bulat sincerely to solve this "unclarity" before the next Council meeting (October 14-15th, 1995). (Bulat)

5.6 To Application Federated Membership Ergonomics Society of Southern Africa

Immediately before the Council meeting further information about their application as a IEA Federated Member was received from the Ergonomics Society of Southern Africa/ESA. Although the formal requirements for IEA Membership seem to be fulfilled, Council preferred to discuss the wording "Southern" instead of "South". The Secretary-General/ESA gave in his letter to IEA (August 8th, 1994) more background clarification about that "Southern". However Council still had a feeling of hesitation about that name (What is the feeling of neighbour countries about "Southern"; "Southern" suggests a federation which does not exist at the moment; "Southern" can be regarded as a threshold for other neighbour countries to consider IEA-membership).

After this discussion Council voted in favour for an IEA Federated Membership of ESA, contingent a name change from "Southern" into "South" (29: +; 0:-; 2:0).

5.7 To Application Affiliated Membership Irish Ergonomics Society (Doc. 5.7.1-3 To)

Gallwey (official observer on behalf of IES) stated that the only reason to apply at the moment for the affiliated status is the IEA-membership (less than 25). The Ergonomics Society endorses the application heartily. Council voted in favour for this application (29: +; 0:-; 1:0).

6. To IEA-Triennial Congresses

6.1 To 1994 Toronto (Doc. 6.1 To)

Noy (Chair Congress IEA'94) described the actual situation of the Congress. The break even is 1300 delegates; the number of pre-registered delegates is 1100. The program with 178 sessions is unique and seems most promising. There are 26 sponsors, mostly from Canada. Each full delegate receives volume I of the Congress proceedings + one other of their choice. Council congratulated Noy with this great job!

6.2 To 1997 Tampere (Doc 6.2 / 6.2.1 To)

The IEA'97 Congress will take place from June 29th until July 4th, 1997 in Tampere / Finland.

Mattila (Chair of the Congress IEA'97) informed Council about the progress in the preparation. A profession congress organisation office has been contracted. First Announcement brochures were sent to IEA Member secretariats and contact persons.

The Toronto-model with sessions and symposia is very attractive and will be - maybe slightly modified - also programmed for IEA'97.

Council urged Mattila to make proper agreements about financial matters, responsibilities, etc between the NES and the Finnish Ergonomics Society, responsible for the Congress. Council will have the overall picture at the next Council.

Facilities for industrially developing countries have not yet been elaborated as is the case with fee-waiving. It is suggested to do congress marketing specially directed to the East-European countries in the region.

Council approved the seed fund (US \$ 22000) request (30:+; 0:-; 1:0).

6.3 To 2000 Los Angeles

Neither the exact date (most probably later August 2000) nor the exact location has been decided. The IEA-Congress 2000 will be organised in combination with the annual HF & ES meeting.

7. To Election Officers 1994 (Doc. 7.1 To)

The results of the elections were as follows:

President : Helander  
Secretary-General : Rookmaaker  
Treasurer : Noy

Immediately after the election, the newly elected president thanked Hendrick (the now past-president) for the high contribution he had given to the work of IEA. Indeed it was a very successful three year period. Hendrick did a great job!

8. To Next Council Meeting

Two possibilities were kindly offered to Council for their next meeting. The one by the Japan Ergonomics Research Society on the occasion of the Yokohama Conference (July 9-14th 1995); the other by ABERGO/Brazil on the occasion of the Rio Conference (October 16-20th, 1995). The majority of the Councillors were in favour of Rio de Janeiro.

So, the next Council will take place in Rio de Janeiro, October 14-15th, 1995.

9. To Miscellaneous

There were no items under this point.  
Meeting was closed at 1 pm.

ACTION ITEMS; MINUTES TORONTO COUNCIL 1994

By Councillors

1.3 To  
2.3.4 To  
4. To

By Executive

2.3.2 To  
2.4 To  
2.6.3 To (2x)

By Secretary-General

2.2.3 To  
5.4 To

By Treasurer

1.3 To  
2.6.3 To (2x)

By Chair Science & Technology/Chairs TG

2.6.1 To  
3.1 To

By Chair Policy & Planning

2.1.2 To  
2.3.4 To

By Chair Promotion & Public Relations

2.4 To

By Chair Publications

2.5 To  
2.5.2 To  
2.5.4 To

By Pearson

2.2.3 To

By Kogi / Kuorinka

2.5.1 To

By Karwowski

2.6.3 To

By Vanwonderghem

2.6.3 To

By Bulat

5.5 To

FINAL AGENDA COUNCIL MEETING / TORONTO  
(August 13 - 14th, 1994)

Starting Time: August 13th : 9 am

Location: Queens Quay, Westin Harbour Castle Hotel

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Document no.

0. To Announcements, Housekeeping

Officers' Reports:

1.1.	To	President: Annual Report / Hendrick	1.1 To
1.2.	To	Secretary General : Annual Report / Rookmaaker	1.2 To
1.3.	To	Treasurer: Annual Report / Noy	1.3 To

Committee Chairs' Reports:

2.1.	To	<u>Awards &amp; Intern. Relations</u> ; Annual Report / Hendrick	
		2.1.1 IEA-Awards 1994	
		2.1.2 Intern. Award Lib.Mut.Insur.Comp.	2.6 To/App.1
2.2.	To	<u>Education &amp; Training</u> ; Annual Report / Bullock	2.2 To
		2.2.1 SC1a: Symposium Palermo, October '93	
		2.2.2 SC1b: Guidelines on Code of Prof.Practice / Kumar	2.2.2 To
		2.2.3 SC2 : Directory Erg.Educ.Progr. 1994 / Pearson	
		2.2.4 SC3 : ◦ Roving Seminar 1993 ◦ Future Roving Seminars	2.2.4 To

- 2.3. To Policy & Planning; Annual Report / Brown 2.3 To
- 2.3.1 Basic Documents (current June 1994)
  - 2.3.2 IEA-Logo
  - 2.3.3 Triennial - Biennial IEA Congress
  - 2.3.4 IEA-Survey
  - 2.3.5 New Councillors Workshop 1994
- 2.4. To Promotion & Public Relations; Annual Report / Horino
- 2.4.1 Book distribution
  - 2.4.2 Display
- 2.5. To Publications; Annual Report / Luczak
- 2.5.1 Checkpoint Book also 2.2.4 To
  - 2.5.2 IEA Brochure
  - 2.5.3 Ergonomics Glossary
  - 2.5.4 Scientific Publications
- 2.6. To Science & Technology; Annual Report / Helander 2.6 To
- 2.6.1 Status of Technical Groups Chap.of 2.6To
  - 2.6.2 Manual for IEA Technical Groups 2.6.2
  - 2.6.3 List of Conferences Chap.of 2.6To
  - 2.6.4 Science & Technology Cee Brochure Chap.of 2.6To
3. To Contacts/Relations with International Bodies
- 3.1 UNDP Chap.of 2.6To
  - 3.2 ILO/WHO/UCTAD
  - 3.3 UNESCO 3.1.3 To
  - 3.4 ECOSOC
4. To Ergonomics International; Status Report / Konz

5. To IEA-Membership
- |     |   |              |
|-----|---|--------------|
| 5.1 | Application Federated Membership<br>Hellenic Ergonomics Society                   | 5.1 To       |
| 5.2 | Application Federated Membership<br>Portuguese Association of Ergonomics / APERGO | 5.2.1/2 To   |
| 5.3 | By-laws Czech.Ergonomics Society / CzES   | 5.3 To       |
| 5.4 | Application Federated Membership<br>Slovak Ergonomics Association / SEA           | 5.4/5.4.1 To |
| 5.5 | Status Assoc.Ergon.Societies of Yugoslavia  | 5.5.1-4 To   |
| 5.6 | Application Federated Membership<br>Ergonomics Society of Southern Africa         |              |
| 5.7 | Application Affiliated Membership<br>Irish Ergonomics Society                     | 5.7.1-3 To   |
6. To IEA-Triennial Congresses
- |     |                    |              |
|-----|--------------------|--------------|
| 6.1 | 1994 Toronto / Noy |              |
| 6.2 | 1997 Tampere       | 6.2/6.2.1 To |
| 6.3 | 2000 Los Angeles   |              |
7. To Election Officers 1994 7.1 To
8. To Next Council Meeting
9. To Miscellaneous

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