



February 11 - 12, 2012

Recife, Brazil

Minutes were prepared by Eric Wang, Secretary General of the IEA

MEETING MINUTES (February 11- 12, 2012)

Location of the Council meeting:

The IEA Council meeting took place at the Golden Tulip Hotel in Recife, Brazil.

Acronyms used in this document:

ABERGO= Brazilian Ergonomics Association (Associação Brasileira de Ergonomia)

ACE = Association of Canadian Ergonomists (Association Canadienne D'ergonomie)

AADE= Association of Ergonomics Argentina (Asociación de Ergonomía Argentina)

AEE= Spanish Association of Ergonomics (Asociación Española de Ergonomia)

AEERGO= Association Ecuatoriana de Ergonomia

APERGO= Associação Portuguesa de Ergonomia

BES= Belgium Ergonomics Society

CES= Chinese Ergonomics Society

CzES= Czech Ergonomics Society

EC = Executive Committee

EQUID = Ergonomics Quality In Design

ESK = Ergonomics Society of Korea

ESN= Ergonomics Society of Nigeria

ESSA= Ergonomics Society of South Africa

EST = Ergonomics Society of Taiwan

GfA = German Ergonomics Society (Gesellschaft für Arbeitswissenschaft)

HES = Human Ergology Society

HFES = Human Factors and Ergonomics Society

HFESA= Human Factors and Ergonomics Society of Australia

IEA = International Ergonomics Association

IEHF= Institute of Ergonomics and Human Factors

IES= Iranian Ergonomics Society

ICOH = International Commission on Occupational Health

ICSID = International Council of Societies of Industrial Design

IDC = International Development Committee

IDCs = Industrially Developing Countries

ILO = International Labour Organization

IOHA = International Occupational Hygiene Association

ISO = International Standards Organizations

JES = Japan Ergonomics Society

LM = Liberty Mutual

NVvE=Dutch Ergonomics Society (Nederlandse Vereniging voor Ergonomie)

NES= Nordic Ergonomics Society

NZES = New Zealand Ergonomics Society

IREA= Inter-Regional Ergonomics Association

PEI= Perhimpunan Ergonomi Indonesia

PS & E = Professional Standards and Education

PTErg =Polskie Towarzystwo Ergonomiczne

ORs = Operations Rules

SC = Subcommittee

SELF = Ergonomics Society of French Language (Société d'Ergonomie de Langue Française)

SEMAC= Sociedad de Ergonomistas de México A.C.

SG = Vice President and Secretary General

SIE = Italian Ergonomics Society (Società Italiana di Ergonomia)

SOCHERGO = Chilean Ergonomics Society (Sociedad Chilean de Ergonomia)

STP = Science, Technology and Practice

TC = Technical Committee

EST = Tunisian Ergonomics Society

ULAERGO = Union of Latin-American Ergonomics Societies

VP = Vice President

WHO = World Health Organization

Attendance

Council members from 38 Federated Societies, 1 Networks and 1 Affiliated Society were represented at the Council meeting. The IEA is currently comprised of 47 Federated Societies, 2 Affiliated Societies, 3 Networks and 10 Sustaining members.

The following 51 people (42 representatives of Member Societies and 9 EC members) attended the Council meeting.

Executive Committee

Title	Name	No. of Vote
President	Andrew S. Imada	1
Vice President and Secretary General	Eric Min-yang Wang	1
Vice President and Treasurer	Klaus J. Zink	1
Development and Promotion Chair	Ralph Bruder	0
Professional Standards and Education Chair	Yushi Fujita	0
International Development Chair	Barbara Silverstein	0
Science, Technology and Practice Chair	Karen Jacobs	0
Past President - Awards Chair	David C. Caple	0
IEA2012 Congress Chair	Marcelo Soares	0
Total number of votes		3

Federated Societies

Country	Societies	Delegates	No. of Vote
Argentina	Asociación de Ergonomía Argentina, ADEA	Michelle Aslanides	1
Australia	Human Factors and Ergonomics	Christine Aickin	2
	Society of Australia, HFESA	Christine Waring	
		Verna Blewett	

Belgium	Belgium Ergonomics Society, BES	Veerle Hermans	1
Brazil	Brazilian Ergonomics Association, (Associação Brasileira de Ergonomia) ABERGO	José Orlando Gomes	1
Canada	Association of Canadian Ergonomists, (Association Canadienne D'ergonomie)	Margo Fraser	2
	ACE	Rabiya Lallani	
Chile	Chilean Ergonomics Society,	Victoria Ratinoff Ferrera	1
	(Sociedad Chilean de Ergonomia) SOCHERGO	(ULAERGO, José Orlando	
	SOCHERGO	Gomes, Proxy vote)	
China	Chinese Ergonomics Society, CES	Sheng Wang	2
Colombia	Sosiedad Colombiana De Ergonomia	Luz Mercedes Saenz	1
		Emilio Cadavid	
Czech Republic	Czech Ergonomics Society, CzES	Stanislav Maly (SIE, Sara	1
1	5	Albolino, Proxy vote)	
Ecuador	Association Ecuatoriana de	Ivan Francisco Caceres	1
	Ergonomia, AEERGO	Flores (ULAERGO, José	
		Orlando Gomes, Proxy	
		vote)	
France	Ergonomics Society of French Language, (Société d'Ergonomie de Langue Française)	Moustafa Zouinar	2
	SELF	Hubault François	
Germany	Gesellschaft für Arbeitswissenschaft,	Gert Zülch	2
	GfA	Karsten Kluth	
Greece	Hellenic Ergonomic Society	Dimitris Natnanael	1
Hong Kong	Hong Kong Ergonomics Society	Chetwyn Chen	1
		(EST, Wen-Ko Chiou, Proxy vote)	
Hungary	Hungarian Ergonomics Society	György Kaucsek (GfA, Karsten Kluth, Proxy vote)	1
India	Indian Society of Ergonomics	Amitava De	1

Indonesia	Perhimpunan Ergonomi Indonesia, PEI	I Pudu Gede Adiatmika (EST, Wen-Ko Chiou, Proxy vote)	1
Iran	Iranian Ergonomics Society, IES	Majid Motamedzade (ULAERGO, José Orlando Gomes, Proxy vote)	1
Israel	Israel Ergonomics Association	Ray Yair Lifshitz	1
Italy	Italian Society of Ergonomics, (Società Italiana di Ergonomia) SIE	Fancesca Tosi Sara Albolino	1
Japan	Japan Ergonomics Society, JES	Yoshinori Horie	3
Latvia	Latvijas Ergonomikas Biedriba	Zenija Roja (SIE, Sara Albonino, Proxy vote)	1
Mexico	Sociedad de Ergonomist de Mexico A.C., SEMAC	Aide Maldonado	1
Netherlands	Dutch Ergonomics Society, (Nederlandse Vereniging voor Ergonomie) NVvE	Ernst Koningsveld Johan Molenbroek	1
New Zealand	New Zealand Ergonomics Society, NZES	Dave Moore	1
Nordic Countries	Nordic Ergonomics Society, NES	Christina Jonsson Camilla A. Madsen Valdís Brá Þorsteinsdóttir	3
Poland	Polskie Towarystwo Ergonomiczne, PTErg	Ewa Górska (SIE, Sara Albonino, Proxy vote)	1
Portugal	Associação Portuguesa de Ergonomia, APERGO	Anabela Simõ	1
Russia	Inter-Regional Ergonomics Association, IREA	Vladimir M. Lvov (All- Ukrain, Oleksandr Burov, Proxy vote)	1
South Africa	Ergonomics Society of South Africa, ESSA	Andrew Todd	1

South Korea	Ergonomics Society of Korea	Jung-Yong Kim	1
Spain	Asociación Española Española de Ergonomia, AEE	Francisco Javier Llaneza Alvarez	1
Taiwan	Ergonomics Society of Taiwan, EST	Wen-Ko Chiou	1
Tunisia	Tunisian Ergonomics Society, STE	Abada Mhamdi	1
Turkey	Turkish Ergonomics Society	Ahmet F. Őzok	1
Ukraine	All-Ukrainian ergonomics Association	Oleksandr Burov	1
United Kingdom	Institute of Ergonomics and Human Factors, IEHF	Peter Buckle	3
USA	Human Factors and Ergonomics Society, HFES	Mica Endsley	3
	Society, HFES	William Marras	
		Michelle Robertson	
		Lynn Strother	
Total number of votes	38	42	52

Affiliated Societies

Affiliated-Nigeria	Ergonomics Society of Nigeria, ESN	Samson Adaramola	0
Networks			
Networks- ULAERGO	Union of Latin-American Ergonomics Societies	José Orlando Gomes	0

Decision on voting items

Voting items of February 11, 2012	Number of votes and decision
The IEA Council approves the Treasurer's report.	YES: 46; NO: 0; Abstain: 1
2. The IEA Council approves the Auditors' report.	YES: 46; NO: 0; Abstain: 1
3. The IEA Council approves the exoneration of the officers for the 2012.	YES: 47; NO: 0; Abstain: 0

4. The IEA Council approves the ad hoc Governance Recount votes due to added council members: Committee's proposal on changes of the IEA By-Law and 47 votes Operating Procedure. YES: 47; NO: 0; Abstain: 0. Background: David Caple, past President ran the ad-hoc Committee to Decision: review the IEA Rules since 2011 Council meeting. The After amendment and debate on (the Rule changes circulated several times for feedback. changes of) IEA By-law and Operating Procedure as circulated on January 13, 2012, the Council agree to accept document in principle and continue to mature the document 5. The IEA Council approves Report on Awards and YES: 47; NO: 0; Abstain: 0. announcement of fellows by Award Committee. 6. Discussion on Future Ergonomics White Paper and Action Vote for amendment YES: 41 Planning Vote on motion YES: 41 The IEA Council adopt the white paper, "A strategy for human factors/ ergonomics: developing the discipline and profession" as a guide in the development of a strategic and action plan. 7. Vote for location of 2013 Council Meeting YES: 53; NO: 0; Abstain: 0. Ergonomics Society of French Language is willing to host Location of 2013 IEA Council meeting is Pari the 2013 IEA Council meeting in Paris, La Sorbonne, s. La Sorbonne, France. France on August 26-27 before the Conference of 50th anniversary of foundation of SELF in 2013 that is purposed on August 28-30. 8. Bid of IEA 2018 Congress Location Recount votes due to added council members: 55 votes (simple majority vote 28) Background: There are four Federated Societies bidding the 2018 Triennial Congress including: Canada: 4 Association of Canadian Ergonomists, ACE India: 5 **Indian Society of Ergonomics** Italy: 34 Italian Society of Ergonomics Turkey: 11 Abstention: 1 **Turkish Ergonomics Society** All the Bidding proposals were reviewed by the ad hoc Committee and meet the criteria of hosting the congress. Decision: The 2018 Congress was voted to be held in Florence, Italy on August 25th-September 1st, 2018.

9. Elections of 18th IEA officers Background:

President

One candidate, and no other nominations:

Eric Min-yang Wang (EST)

Vice President and Secretary General

Two Candidates no other nominations:

Margo Fraser (ACE) Yushi Fujita (JES)

Vice President and Treasurer

Two candidates, no other nominations:

Yushi Fujita (JES)

Yair Ray Lifshitz (Israel Ergonomics Association)

President

Eric Min-yang Wang

YES: 54; NO: 0; Abstain: 1.

Vice President and Secretary General

Margo Fraser: 28 Yushi Fujita: 27 Abstentions: 0

Vice President and Treasurer

Yushi: 43 Yair Ray: 12 Abstentions: 0

Decision:

The elected new IEA Officers are:

- President, Eric Min-yang Wang of Ergonomics Society of Taiwan (EST).
- Vice President and Secretary General, Margo Fraser of Association of Canadian Ergonomists (ACE).
- Vice President and Treasurer, Yushi Fujita of Japan Ergonomics Society (JES).

Agenda

Saturday, Februar	Saturday, February 11	
9:25 – 9:40	Welcome; review of the agenda	
9:40 – 10:15	Introduction by federated societies	
10:15 – 10:30	Voting procedures eligibility and roll call	
10:05 – 10:28	Comments by the President	
10:28	Break	
10:25 – 10:45	Comments on Science, Technology and Practice	
10:45 – 11:05	Comments on Development and Promotion	
11:05 – 11:25	Break	

11:25 – 11:45	Report by Treasurer and Auditors
11:45 – 1:00	Voting Item (By-law change and operating procedures change)
1:00 – 1:20	Lunch
1:20 – 1:50	Comments by Secretary General
1:50 - 2:20	Break
2:20 - 2:40	Comments on Professional Standards and Education
2:40 – 3:00	Comments on International Development
3:00 – 3:20	ILO
3:20 – 3:40	Report on Award Committee
3:40 – 4:40	Report on IEA 2015 Organizing Committee
4:40 - 5:00	Ergonomics Society of Nigeria
5:00 - 5:20	IEA 2012 Preview
5:20 - 5:40	Wrap-up of first day; review of agenda for second day
Sunday, February	12
9:00 – 9:15	Welcome; review of the agenda
9:15 – 10:05	Voting item (Decision on location of 2013 Council meeting)
10:05 – 10:25	Break
10:25 – 10:45	Decision on IEA2018 , 10 min. presentations and 5 min. Q&A for four bids
10:45 – 11:05	Lunch
11:05 – 12:05	IEA 2018 vote
12:05 – 12:45	Voting item (Elections of new IEA officers)
12:45 – 1:45	India gave words of congratulations to Italy, the new team (Officers)
1:45 – 3:30	Q&A: Marcelo
3:30 – 4:00	Conclusion
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Summary of the meeting

A total of 51 people from 38 Federated Societies, 1 Networks, and 1 Affiliated Society attended

the IEA Council meeting. The IEA is currently comprised of 47 Federated Societies, 2 Affiliated Societies, 3 Networks and 10 Sustaining members. The Council meeting took place at the Golden Tulip Hotel in Recife, Brazil.

Major progress was reported in the following areas:

• The President, Andrew Imada highlighted the worldwide activities of IEA member Societies, and achievement of joint efforts with International Commission on Occupational Health (ICOH) and the International Labour Office (ILO) within the past year.

Note:

Go to the ILO website:http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_120133/lang--en/index.htm to download a copy of ILO/IEA publication Ergonomic Checkpoints (2nd edition) free of charge.

- In order to promote ergonomics and increase influences in different sectors, including the government, IEA officers and representatives continuing attended several WHO, ILO, International Council of Societies of Industrial Design (ICSID) and related meetings, workshops, conferences in different countries.
- The IEA Council approves the ad hoc Governance Committee's proposal on changes of the IEA By-Law and Operating Procedure, and continues to mature the document.
- Future of Ergonomics.

The IEA Future of Ergonomics committee led by Jan Dul, is completing its work on a White Paper. This may be the most significant strategic initiative undertaken in this executive's term to advance the profession as well as a guide for future IEA governance. Jan's keynote addressed himself to the topics about (a) The definition of strategies/goals and core values in 5-10 years, (b) Growing and developing the demand for core values for external stakeholders and Councils discussed how to fulfil its implication.

Note:

The manuscript has been accepted for publication in Ergonomics and has been made freely available for 12 months by courtesy of Taylor and Francis, Publishers (http://www.tandfonline.com/doi/abs/10.1080/00140139.2012.661087).

- As a means to promote ergonomics in industrially developing countries, the IEA EC
 Committee will continue the support of second phase coffee bean harvesting project in Nicaragua.
- To improve the information infrastructure, we will follow up with a generous proposal by the Japanese Ergonomics Society to provide a consistent information technology infrastructure support. Our team will collaborate with JES to identify the requirement of

infrastructure of the website, and reinforce the web communication function.

- Option of paying Dues: As a reminder, it may be advantageous for some members to make their dues payment using the PayPal option that Klaus Zink and his team have established. It could be less expensive and more convenient for your society to use this option depending on the amount of the payment.
- Please go to the http://iospress.metapress.com/content/q66420837m77 site to access the 2012 Congress Proceeding.
- The IEA Council approves the exoneration of the officers for the 2012.
- Other major decisions:

The Council made a major decision regarding the location of the 2013 IEA Council that will take place in Paris joint with 50th anniversary of foundation of SELF in 2013 on August 28-30, 2013.

Welcome, overview the agenda, honoring those who passed away

- Andy Imada, the IEA President, welcomed the Council members and guests.
- No Council member had question on the agenda
- The Council recognized the contribution of the following ergonomists who passed away in the past year:

Hal W. Hendrick (USA) Stuart O. Parsons (USA) Harold P. Van Cott (USA) Ted Megaw (UK)

Welcome new members

New Council members were introduced.

Name of Federated Societies	IEA council member(s)
ADEA (Argentina)	Michelle Aslanides
SEMAC (Mexico)	Aide Maldonado
NES (Nordic)	Camilla A. Madsen Valdís Brá Þorsteinsdóttir
APERGO (Portugal)	Anabela Simões
HFES (USA)	Mica Endsley

Voting procedures eligibility and roll call

Eric Wang, the IEA Vice President and Secretary General, checked and counted the participants from the 18 IEA federated societies on the sign in sheet and announced the number of votes for each of the societies. A society with 1001 or more voting members is allocated 3 votes; a society with 501-1000 voting members gets 2 votes; a society with 26 to 500 voting members gets 1 vote.

A total of 55 votes were represented at the Council meeting. The breakdown of the 55 votes were shown as below:

There are a total of 55 votes out of a possible total of 64 votes (The number of 1st day votes is 47 and then being added to 55). According to the IEA Rules, "Where voting is necessary, a simple majority of those present, but not less than one-third of the Council Membership is required. Therefore, during the 2012 Council meeting, a voting item will pass as long as it receives 22 votes.

Report by the President (see full report in Appendix A)

Andy Imada, President of the IEA, gave his comments on the goals and achievements of the IEA in the past year.

- Triennial report published
- 6 Important Points of Discussion
 - Rule changes as result of instruction per Grahamstown (loss of 10% of income due to taxes)
 - o Future of Ergonomics- Jan Dul
 - o EQUID 2.0- Ralph Bruder
 - o Lighthouse Project- Barbara Silverstein
 - Improve human well-being and system effectiveness
 - Recent Publications
 - Ergonomic guidelines
 - Agricultural checkpoints
 - o IT infrastructure
 - Email, archiving, scaling
 - Partnership with JES to create IT infrastructure for next 9 years (3 executives)
 - Conditions-IEA Pay running cost

Comments on Science Technology and Practices (see full report in Appendix B)

Karen Jacobs comments on the STP Committee.

The goal of STP is to promote and coordinate exchange of scientific and technical information at the international level.

- Brief report of achievement and activities of Technical Committees (TC)
 - o Affective Product Design
 - o Ergonomics in Design
- Development of Cognitive TBD
- Responsibilities
 - o Scientific Chairperson
 - o Preparation of 2012 Congress
 - TC Meetings
 - (Reinforced the 6 year rule for chairpersons)
 - o Meet the Editors Session (February 14, 1:00-2:30)
- Worked with Dr. Kapila Jayaratnea as a non-funded Lighthouse Project
- Publication of Keynote Addresses

Comments on Development and Promotion (see full report in Appendix C)

Ralph Bruder, Chair of Standing Committee, comments on Development and Promotion.

- EQUID 2.0
 - o Edit Brochure to be published 2012/2013
 - o Altered appearance of EQUID- more user-friendly and holistic (not only beginning stages of product development but also usage and transfer of product. Added the crucial "vision" phase)
 - o Included 3 case studies and practical examples (varying areas and products)
 - o To be available for free/PDF
- Cooperation with ISO
 - Working on 3 different standards
 - Recommendation from ISO/TC 159 delivered proposals for new standards to define processes to integrate Ergonomics at different levels in companies (Executive level, Management level, Specialist level)
- Future of Ergonomics (afternoon session)
- IEA and Governmental Organizations
 - o Ergonomics and OSH Strategies

Report from Treasurer (see full report in Appendix D)

Klaus Zinc, Vice President and Treasurer of the IEA, presented his Treasurer report.

- Problems caused by early council Meeting
 - Late responses from our bank in Canada (annual balance, financial statements, interests).
 - o Very little time for the auditors to check the documents.
- Overview of accounts and equity, IDC funds, revenues, open dues, expenditures (2009-2011)
- Reduced sustaining membership
- Total for 2011 less than 2009 and 2010
- Spent less than budget
- Operating Surplus 2011 "Adjusted" \$22,161 Stable compared to 2009 and 2010
- Summary and Outlook
 - The IEA is in good financial situation regarding development in the past but there is a relevant reduction in sustaining membership fees.
 - o Thankful for Federated Societies supporting the IEA IDC funds
 - For IEA 2012 and SEANES 2012 we spent seed money of USD 23500 as done for similar conferences in past
 - o IEA will use the IDC funds for supporting continuely the second phase coffee bean harvesting project in Nicaragua.
- Additional tasks
 - o Registration process
 - o Tax aspects
 - o Acquisition of USD 10,000 from ECOM for coffee project- Nicaragua
 - o Funding for ICD Project India, John Deer Foundation (USD 120,000)
 - o Distribution of Ergonomic Guidelines
 - o Initiate new registration and payment process

Voting item 1. Approval of the Treasurer's report.

The outcome of the vote is: Yes = 46, No = 0, Abstain = 1.

Auditor's Report

Ernst Koningsveld presents the Auditor's Report as done by Ernst, Michelle and Christine Waring

- Notes the financial standing and that financial record complete without errors. Beginning and end balances consistent for 2011
- Financial records complete and comprehensive

- IEA has sound financial basis even in hard economic era
- Acknowledged responsiveness of Treasurer to work with committee
- Suggestions per letter from Ernst Koningsveld, Michelle Robertson and Christine Waring:
 - o Too many societies do not fulfil basic requirement for membership
 - o Add one line in expense claim form in which purpose of expense can be described
 - o Suggests council to discharge Treasurer

Voting item 2. The IEA Council approves the Auditors' report.

- Based on the auditor's report, the officers of the IEA are exonerated for the last report.
- Auditor's report to be accepted
 - o Mica moved to accept Auditor's Report
 - Verna seconded motion
 - o Unanimous acceptance of auditor's report (YES: 46 NO; 0 ABSTAIN:1)
- Further comments and suggestions
- Klaus raised \$165,000.
- Consider move of registry from Switzerland
 - Must be submitted to courts

Voting item 3. The IEA Council approves the exoneration of the officers for the 2012.

The outcome of the vote is: Yes = 47, No = 0, Abstain = 0.

Report on Governance Ad Hoc Committee

- Rule and operating procedures changed for Swiss
 - o David Caple, Past President ran Governance ad hoc Committee

David Caple, Past President, presents the process for rule changes

- 2 documents problems (documents in rules that should have been in bylaws)
 - o Bylaws
 - o Operating procedures
- If association were to disband, we had no rules about what would happen. What would happen to funds?
- Ambiguous language (elected officers entitled to vote- yes and no, rules of Proxy votes)
- Rule changes circulated several times for feedback
- Differentiation between "rules" and "operating procedures"

<u>Voting item 4. The IEA Council approves the ad hoc Governance Committee's proposal on changes of the IEA By-Law and Operating Procedure.</u>

To accept the (changes of the) IEA Bylaws and Operating Procedures as circulated on January 13, 2012.

Verna moves to accept

Margo seconds motion

Peter makes motion to amend to remove "and Operating Procedures"

Ray seconds motion

Unanimous (YES: 47 NO: 0 ABSTAIN: 0)

Motion to accept the IEA Bylaws and circulated on January 13, 2012

Unanimous (YES: 47 NO: 0 ABSTAIN: 0)

Agree to accept document in principle and continue to mature the document.

Motion to accept the Operating Procedures as circulated on January 13, 2012

Mica Endsley motions

Michelle Robertson seconds the motion

Unanimous (YES: 47 NO: 0 ABSTAIN: 0)

Comments by Secretary General (see full report in Appendix E)

Eric Wang, Secretary General of the IEA, comments on the accomplishments of the year.

- Communications with Federated Societies
 - o Updated contact information
 - o Updated IEA Council Members
 - o Announcements and President's Newsletters
 - o E-mail communication with IEA members
- IEA website
 - o Future plan (JES assists to reconstruct infrastructure)
- Coordination of Council meetings and EC meetings
 - o Council meeting on April 2-3 2011 Grahamstown
 - o Annual EC meeting on March 31- April 1 2011 Grahamstown
 - o Mid-Year EC meeting on September 12-13 2011 Istanbul
- Communication with IEA President and EC members
 - o President, Secretary General, and Treasurer hold a regular monthly Skype meeting
 - o Email communication with EC members
- New or emerging ergonomics societies
 - o Tracking of contacts with new or emerging societies
 - Look forward to Human Factors & Ergonomics Society Malaysia (HFEM) joining the IEA family
- Relationship with WHO, ILO, ICOH, ISO, and IOHA

- Collaborated with ILO Publishing 2nd edition Ergonomics Checkpoints and 200 free copies for Federated societies
- o IEA/ILO Ergonomics Checkpoints for Agriculture
 - Continued collaboration with all partners
- Need to enhance the communication among IEA members and with the public.

Comments of the Professional Standards and Education (see full report in Appendix F)

Yushi Fujita comments on the PS & E accomplishments of the year.

- Three subcommittees (SC)
 - o Certification SC (Peter Budick)
 - Established organization
 - Established infrastructure (The SC chair developed website as communication)
 - Make recommendations
 - Idea of mutual recognition generally supported
 - Many certifying bodies identify the IEA endorsement should be the basis of the mutual recognition, even though it may be improved
 - It is difficult for BCPE/USA to accept the IEA-based mutual recognition for a national condition imposed on them
 - A special session will be held at IEA2012 on Feb 15
 - Review Process
 - o Good Practices DB SC (Chih-Wei Lu)
 - Establish organization (Chih-Wei Lu replaced)
 - Specify milestones (1.working-level meetings hosted by SC chair two times,
 With new SC chair, milestones were updated: Plan a roundtable at IEA
 2012)
 - Release a preliminary version of IEA Good Practices Database
 - Because of reorganization, in depth discussion was not made
 - However initial appraisal of existing database suggested that integration of these database is not realistic
 - Specify ideas for educational applications of the database
 - A roundtable will be held at IEA 2012 on February 15
 - o Ergo Director SC (Swantje Zschernak)
 - Establish Organization (4 experts joined the SC: Swantje Zschernak, Pieter Rooksmaaker, John Wilson, Yushi Fujita)
 - Survey

- The SC chair completed a survey format and circulated it to Federated Societies.
- Update IEA

Comments on International Development (see full report in Appendix G)

Barbara Silverstein comments on the report from the International Development Committee.

- Focus areas
 - Collaborations
 - o IEA/ICOH Ergonomics Guidelines Distribution
 - Distributed ILO/IEA Checkpoints to 55 countries. Now available online.
 Still awaiting Swahili translation
 - o Training Workshops
 - Flagship projects: Coffee harvesting- Assessing physical loads of harvester in Nicaragua
 - Participatory approach
 - Completed usability testing of newly designed coffee harvesting bag made by local people with local materials
 - Bag design improved to make it smaller (shorter and smaller diameter)
 - Workers had many suggestions which have been implemented
 - Straps easily twisted (felt uncomfortable)- wanted wider
 - Length of bag wrong (uncomfortable, hit against legs)
 - Difficult to dump when too full
 - Want to make pattern widely available to other coffee producing countries
 - Interest by ECOM in distribution of bag to coffee producing countries
 - Problem remains a Systems problem, not just about the bag, and how to make design accessible

Comments on Ergonomics Checkpoints in Agriculture

Shang Lee comments on IEA/ILO Ergonomic Checkpoints in Agriculture

- Announces recent printing and publication of Ergonomic Checkpoints in Agriculture.
- Freely downloaded from ILO website
- Thanks the IEA for collaboration

Report on Awards (see full report in Appendix H)

David Caple, Past President, presents the report from the Awards Committee.

- Nominations by Societies
 - Annual Awards

- Fellow Award
 - Subcommittee is composed of all living IEA Fellows and then 50% of EC. The IEA Policy on Award (Title 3, Article 9) state that: The nominee's candidacy must be approved by two-thirds vote of the members of the Fellows Selections Committee. Those candidates so approved must be elected by a majority of the IEA Executive Committee
 - IEA Fellow Awards 2009-2012 (Jörgen Eklund, Frida Fischer, Valerie Gawron, Roger Haslam, Wendy Macdonald, Clas-Håkan Nygård, Eric Min-yang Wang)

Triennial

- Distinguished Service Award
 - Outstanding contribution to promotion and development of IEA
 - Pascale Carayon (USA) awarded in 2012
- Outstanding Educators Award
 - Innovative in ergonomic education
 - Raja Parasuraman (USA) awarded in 2012
- Award for promotion of ergonomics in industrially developing countries
 - Extending ergonomics beyond their own borders
 - Kamiel Vanwonterghem (Belgium) awarded in 2012.
- Ergonomics Development Award
 - People who have been innovative in extending and exploring ergonomics.
 - Hal Hendrick (USA) received award in 2012
- Selection by ad hoc committee
 - o Annual
 - Liberty Mutual Medal
 - Marie Ward, Nick McDonald, Rabea Morrison, Des Gaynor, and Tony Nugent awarded in 2012.
 - Triennial
 - K.U. Smith Student Award (\$3,000)
 - Baiduri Widanarko (Indonesia)
 - Riley Splittstoesser (USA)
 - JOSE Best Paper Award
 - No further JOSE Best Paper Awards
- Presidential
 - o Triennial
 - President's award

- Ernst Koningsveld (The Netherlands) awarded in 2012.
- Upcoming Awards
 - o Promotion for awards to be commenced in March 2012-02-11
 - o Request nominations from articles published in 2011
- Nominations now open for IEA Triennial Awards 2015

<u>Voting item 5. The IEA Council approves Report on Awards and announcement of fellows</u> by Award Committee.

YES: 47; NO: 0; Abstain: 0.

Report on IEA 2015

Christine Waring presents the report on the 2015 Melbourne Congress Organizing Committee.

- 19th Triennial Congress of the IEA will be in Melbourne, Australia from August 9-14, 2015
 - o Timing intentional due to academic years in northern and southern hemispheres, competing events, holiday periods, weather and tourist destinations
- Communication with the IEA Council
 - o Ongoing, open communication with IEA Executives
 - Included in organizing committee emails
 - Communication with EC has continued throughout 2011
- Will engage Technical Committees in Scientific program planning
- Use of IEA Congress title as requested in 2011
- Promotion
 - Tradeshow booth
 - Information about Melbourne, travel, and accommodation
 - Handouts to delegates
 - o Presentation to delegates
 - o "Raffle" at closing presentation
 - One registration to IEA 2015
 - Rosie Roo
 - o Draft website holding page
 - Logo developed
 - Opportunity was given to a design student
 - Incorporates human body
 - Implies "reaching out" theme by stretching arms
 - Reaching out to hug warm and welcoming
 - Smaller person represents child everyone is included
- Venue

- o Melbourne Convention and Exhibition Center (MCEC)
 - Flexible Plenary Hall
 - 5,500/2,500/1,500 tiered-seat auditoria
 - Ballrooms
- o 6 Star, Green Star, Energy Rated
- o Full AV capabilities in every meeting room
- o Hilton Melbourne (5 Star) part of Center complex
- o 5-10 minute walk to many hotels
- Scientific Program
 - o High quality of all presentations
 - Attempts to optimize new technology
 - Podcasts of key presentations
 - Online texting
 - Online real time discussions (cyber conferencing)
 - o Assistance for participants in IDC
 - o Cross-cultural sessions
 - o New topics for future research/practice
 - o Workshops, site visits
 - o May be hosted by the NZES and/or the HFESA in different states
- Social Program
 - o Designed to facilitate social interaction
- Accompanying Persons
 - o Day trips to interesting tourist destinations

Comments from Samson (Nigeria)

Samson provides comments regarding ergonomic development in Nigeria.

Decision on location of 2013 Council Meeting

- Responsibilities for host of the Meeting
 - o Venue
 - o Refreshment
 - o Infrastructure/AV
 - o Dinner Event
- Benefits
 - o Build relationships with local government
- To be postponed until tomorrow

Future of Ergonomics

White Paper Presentation and Action Planning Small Group Discussions

Ralph Bruder and Jan Dul present the background of the Future of Ergonomics

- Future of Ergonomics Committee
 - Started after Council Meeting in Bruges 2010
 - o Chair of FoE Committee: Jan Dul
 - Members: Ralph Bruder, Peter Buckle, Pascale Carayon, Pierre Falzon, Bill Marras,
 John Wilson, Bas van der Doelen (Secretary)
 - o Finished paper and will be delivered at IEA 2012 in Recife
- "Strategy" of the Future of Ergonomics
 - o Implies forward thinking (5-10 years)
- Objectives
 - o Develop a Position p\Paper on the "Future of Ergonomics"
 - o Present Position Paper at IEA 2012
- Committee Structure
 - o Core Members [red]
 - o First Layer (invited)- Council Members, other senior ergonomists [blue]
 - o Second Layer (ad hoc) Other ergonomist, other stakeholders. [green]
- Basic Methods of Committee
 - o Discussion until collective view of committee members
 - o Input from ergonomists worldwide
- Main Challenges for Ergonomics
 - o Limited awareness of the value of ergonomics
 - o Limited scope, sub-optimal solutions
 - o Very small field in comparison to established fields
 - o Diversity of views and topics

Limited demand; Limited supply

- High Quality Ergonomics = HFE
 - o Systems approach
 - o Design-driven
 - o Dual outcomes: well-being and performance

All 3 characteristics unique to ergonomics

- Strategic focus
 - o Focus on high-quality HFE:
 - Comprehensive approaches fully exploit the uniqueness of HFE
 - But, limited approaches (limited aspects of people, aspects of environment, links to design, focus on dual outcomes) are still common in many fields of current HFE → "Contextualization" needed:

- Acknowledging limitations
- Collaborating with other specialists
- Planning comprehensive approaches
- Great Potential for High-Quality HFE
 - o Future systems: changing roles of humans, technology and organizations
 - Global change of work systems
 - Cultural diversity
 - Ageing
 - ICT
 - Competiveness and innovation
 - Sustainability
- Demand for High-Quality HFE
 - o From stakeholders of system design
 - System actors (workers)
 - System experts (other professionals)
 - System decision makers (managers)
 - System influencers
 - o All stakeholders have different value for performance and well-being
 - o Dominant stakeholders have strong power to influence the design
 - Those with powerful influence on design are often not the one well served by design
- Review of 38 empirical studies regarding "well-being" and "performance"
- Main Strategy
 - Strengthen DEMAND for high-quality HFE amongst experts and decision makers of work and product/service system design
 - o Strength the application (supply) of high-quality HFE by HFE specialist
 - Create a match for demand and supply: If develop demand → more application → more awareness creates moving symbiotic circle among the 3 (demand, application, awareness)
- Strengthen demand for HQ-HFE
 - o Increasing awareness among dominant stakeholders of the value of HQ HFE
 - Communicate with stakeholders about the value of HQHFE in THEIR language
 - Build partnerships with stakeholders
 - Educate stakeholders to raise awareness of HQ HFE and its contributions to system design.
 - o Promote the education of HFE specialist to apply HQ HFE
 - o Ensure high quality standards of HFE application and HFE specialists

- o Promote HFE research
- Goal
 - o In next 10 years HFE must improve on each of the 6
- Implementation of the Strategy
 - o Leadership role of the IEA
 - Develop a global action plan to implement the strategy, with global consensus
 - Encourage IEA federated societies and networks to set up their own action plans (fit to local context)
 - Monitor and evaluate development and implementation of these action plans and share lessons learned
 - By developing a plan of action at international level, targeting appropriate international institutions and organizations
 - Responsibility of each individual ergonomist
- Conclusion
 - o Develop selves globally and locally
 - o This requires a long lasting and joint effort of the entire HFE community
 - o External community will recognize the HFE discipline and profession as a crucial partner for successful systems design

Group Activity

Break into 6 groups for 3 different topics (global action plan, encouraging federated society action plan, and action plan at international level)

Group 1 (Global Action Plan) – Mustafa Zouinar

- Enhance education training in ergonomics
- Address issue of language barriers
- Develop collaboration and infiltrate design, architecture, accountant groups

Group 2 (Global Action Plan) – Karen Jacobs

- Initiative that provides research bank of "good" stories and "bad" stories regarding ergonomics and then push out to media
- Acknowledge language translation on science
- Social media
- Ergonomics Day share a unified message
- Build cooperation

Group 3 (Federated Society Action Plan) –Dave Moore

- Translate document so each society had copy they can reference

- Sharing success stories internationally among societies
- Create demand for courses to yield high quality students who are enthusiastic about ergonomics

Group 4 (Federated Society Action Plan) – Margo Fraser

- Getting better idea of language of stakeholders
- Form easy alliances groups who have experienced disasters
- Using ILO connections to push development of standards
 - o Requires information collection what are standards?
- How early can we implement ergonomics into education? Kindergarten

Group 5 (International Level) - Yushi Fujita

- Two step plan
 - Need support
 - Establish new relationship and partnership with disciplines (i.e. medicine, government organizations)
 - o Discuss the top-down approach
 - Form a committee

Group 6 (International Level) – David Caple

- International level- integrate ergonomics to show how to deal with individual differences
- Political opportunities at a global letter
 - o COPE conference in South Africa looking at integration and sustainability and environmental impacts.
- Join in political debates and social issues
- Integrate interface between work and life
- Sense of involvement- participatory concept
- Looking at links with organizations, focusing on training and education
- EC recommends to move forward and implement paper strategies and opens discussion to council:

Voting item 6. Discussion on Future Ergonomics White Paper and Action Planning

Michelle Robertson moved that the IEA Council adopt the white paper, "A strategy for human factors/ ergonomics: developing the discipline and profession" as a guide to move forward in their strategic planning.

Dave Moore seconds the motion

Verna moves to make an amendment

Amend the motion to insert, "in the development of a strategic and action plan" after, "as a guide"

Final motion

Moved that the IEA Council adopt the white paper, "A strategy for human factors/ ergonomics: developing the discipline and profession" as a guide in the development of a strategic and action plan.

Vote for amendment YES: 41

Vote on motion YES: 41

Motion passes unanimously

IEA 2012 Preview

Marcelo Soares and Jose Orlando Gomes welcome the Council to the 18th World Congress on Ergonomics in Recife, Brazil.

Closing Comments

Andy Imada, President of the IEA, makes closing remarks for the day.

February 12, 2012

Welcome back and Review of Day

Andy Imada, President of the IEA welcomes back the IEA committee and reviews the schedule for the day.

Decision on location of 2013 Council Meeting

David Caple, Past President, reviews the rules for host of Council Meeting

- Provide a room for 2 days
- Accommodate up to 60 people or more
- Refreshments
- Photocopying services
- Venue for welcome of new council and Welcome Reception for Council

France

Mustafa presents proposal for hosting the next IEA Council meeting in Paris, La Sorbonne, France.

- 50th anniversary of foundation of SELF in 2013
- Objectives
 - o Share with council members landmark even for SELF

- o Strengthen relationships between IEA and French-speaking ergonomists
- Contribute to the debate of the future of ergonomics in an international one-day symposium
- Location
- Proposed Council meeting dates: August 26-27
- SELF Conference dates: August 28-30
- One-day international symposium: August 28
 - o Communications in French and English
- Papers can be submitted to conference
- Both days will be translated in English

Voting item 7. Vote for location of 2013 Council Meeting

Recount number of votes due to new council members: 53 votes – (27 is simple majority)
Unanimous consent that the rules voted on yesterday will be implemented at closing of today
(February 12, 2012) meeting

Vote to accept bid from SELF to have next Council Meeting in Paris in August 2013 Unanimous consent (YES: 53 NO: 0)

Voting item 8. Bids of IEA 2018 Congress Location

Council members present the proposals for the 20th Congress of the International Ergonomics Association

Canada

Margo and Rabi present the bid for Whistler, Canada

- Association of Canadian Ergonomics
 - Mission statement.
 - o ACE hosts annual conferences
 - o Membership base of 700
 - Professional conference management will be sought through Tourism Whistler (much free of charge)
 - o 2018 marks ACE's 50th year anniversary
- North America will not have held conference in 18 years
- Ergonomics in Canada
 - o Members work in 20 universities across the country
 - o Provincial Workplace Safety Associations
- Canada Advantages

- o Politically and socially stable country
- o Multicultural
- o Entry in Canada is easy
- o ACE is largest society bidding
- Proposed Timeline
- Profit Sharing Strategy Ideas

India

- 90% is English speaking
- 23 major languages in India
- Needs attention: Diversity in technology
- 9th largest economy
- 3rd largest purchasing power parity
- 7th larger exporter
- Need for ergonomics
 - o Focus on ergonomics application in diverse technology
 - o Safety and occupational health issues of unorganized skilled/unskilled labor force
 - Opportunity through which all issues could be addressed through planned research activities
- To be hosted in Mumbai
 - Cost of life moderate
 - o End February and beginning of Mark
 - o Fast paced and cosmopolitan
- Hosted many conferences
- National Institute of Industrial Engineering
- Indian Institute of Technology
- Logo created
- Proposed theme: Diversity in Technology
- Last week of February and first week of March

Italy

- Florence
- SIE The Italian Ergonomics Association
- Ergonomics Association
- Scientific Management of the Congress
 - o Bidding Local Committee
 - o International Steering Committee for the Bid
- Creativity in Practice

- Potential sponsors
- Budget
 - o Plan 1
 - o Plan 2
- Florence: Green policy walking accessible
- Expecting at least 1,500 attendees
- August 25th- September 1st

Turkey

- Istanbul
- Would hire organizer (here at conference)
- Major universities (32)
- Potential Supporters
- Turkish Ergonomic Society (TES)
 - o 217 members
 - o Founded 1992
 - o National Ergonomics Congress (since 1987)
- Over 100 universities have ergonomics as compulsory course
- Never held in Turkey before
- After contact signed 15,000 to IEA guaranteed
- August 18th-September 15th
- Venue on European side

Recount votes due to added council members: 55 votes (simple majority vote 28)

Council votes on location of 2018

Simple Majority for Florence, Italy.

Canada: 4

India: 5

Italy: 34

Turkey: 11

Abstention: 1

The 2018 Congress will be held in Florence, Italy on August 25th-September 1st, 2018.

Voting item 9. Elections of 18th IEA officers

Elections were held for the Executive Office Positions.

Total of 55 votes. Simple majority = 28

There is only one candidate for the IEA President: Eric Min-yang Wang.

Eric gave a presentation about his candidacy for IEA President. He was then asked to step out of the room and the vote took place. The outcome of the voting is as follows:

YES: 54

Abstentions: 1

Eric Min-yang Wang was elected as the 18th IEA President.

There are two candidates for the IEA Vice President and Secretary General: Margo Fraser and Yushi Fujita. The candidates gave the presentation about their candidacy for IEA Vice President and Secretary General. They were then asked to step out of the room and the vote took place. The outcome of the voting is as follows:

Margo Fraser: 28 Yushi Fujita: 27

Abstentions: 0

Margo Fraser was elected as the 18th IEA Vice President and Secretary General.

There are two candidates for the IEA Vice President and Treasurer: Yushi Fujita and Yair Ray Lifshitz. The candidates gave the presentation about their candidacy for IEA Vice President and Treasurer. They were then asked to step out of the room and the vote took place. The outcome of the voting is as follows:

Yushi Fujita: 43

Yair Ray Lifshitz: 12

Abstentions: 0

Yushi Fujita was elected the IEA Vice President and Treasurer.

Congratulations to the newly elected Executive Officers; Eric Wang, President, Margo Fraser, Vice President and Secretary General, and Yushi Fujita, Vice President and Treasurer.

APPENDICES

The appendices include the full reports and materials presented at the Council meeting.

APPENDIX A	President's report
APPENDIX B	Report on Science Technology and Practice Standing Committee
APPENDIX C	Report on Development and Promotion Standing Committee
APPENDIX D	Report by the Vice President and Treasurer
APPENDIX E	Report by the Vice President and Secretary General
APPENDIX F	Report on Professional Standards and Education Standing Committee
APPENDIX G	Report on International Development Standing Committee
APPENDIX H	Report on Awards Standing Committee



International Ergonomics Association

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January 2012

IEA President's Report Council Meeting 11 – 12 February Recife, Brazil

At the time of this report, it has been just nine months since our last IEA Council Meeting in South Africa. This short interval between Council Meetings is because the 18th IEA Triennial Congress is being held in February for the first time in Latin America. We are pleased to support the growth of our field in this region and appreciate the hospitality and support of our friends from ABERGO and ULAERGO. Thanks to Congress Chair, Marcelo Soares, and his Organizing Committee. We look forward to a successful congress.

This report has two sections. The first is a summary of voting items or subjects we will review at our Council Meeting on 11-12 February in Recife. The second is a recap of activities aligned with our strategic goals.

Significant Items for 2012 Council Meeting

IEA By-Laws and Operating Procedures

At our 2011 meeting, Council agreed that we should undertake a restructuring of the IEA Rules to allow for smoother administration and transparency. David Caple headed up a committee that restructured the Rules to achieve several goals. First, separate the by-laws from operating procedures, which will allow greater flexibility for future Executives to change procedures as required. Second, update the by-laws and operating procedures to reflect the changes previously voted on by council (e.g., Vice President titles). Third, include changes that will allow the IEA to qualify for tax-exempt status under Swiss law. David Caple and Ernst Koningsveld created an initial draft. A second committee including: John Wilson, Lynn Strother, Dave O'Neill, Christine Waring, Klaus Zink and Yushi Fujita, reviewed the changes and provided feedback. When the drafting and review committees had an acceptable draft, we sent it out to all federated societies and members in October 2011. We received several comments and incorporated these changes into a second draft, which was resent in December 2011. Comments from the last iteration were sent to Council.

All-Ukrainian Ergonomics
Association
ASEAN-ES
ASCAICÓN
ASCAICÓN
ASCAICÓN
ASCAICÓN
ASCAICÓN
ASCAICÓN
Ergonomia
ASOCIACÓN

Ergonomists

Belgian Ergonomics Society

Chilean Ergonomics Society
Chinese Ergonomics Society
Croatian Ergonomics Society
Czech Ergonomic Society
Czech Ergonomic Society
Ergonomics Society of Korea
Ergonomics Society of Nigeria
Ergonomics Society of Serbia
Ergonomics Society of Society
Ergonomics Society of South Africa
Ergonomics Society of Taiwan
Ergonomics Society of Taiwan
Ergonomics Society of Taiwan

Gesellschaft für Arbeitswissenschaft Hellenic Ergonomics Society Hong Kong Ergonomics Society Human Ergology Society Human Factors and Ergonomics Society of Australia Human Factors and Ergonomics Society (U.S.A.) Hungarian Ergonomics Society Indian Society of Ergonomics Inter-Regional Ergonomics Association Institute of Ergonomics and Human Factors (U.K.) Iranian Ergonomics Society Irish Ergonomics Society Israel Ergonomics Society Japan Ergonomics Society Latvijas Ergonomikas Biedriba Nederlandse Verenigling Voor Ergonomie New Zealand Ergonomics Society
Nordic Ergonomics Society
Osterreichische Arbeitsgemeinschaft
für Ergonomie
Perhimpunan Ergonomi Indonesia
Philippines Ergonomics Society
Polish Ergonomics Society
Slovak Ergonomics Association
Sociedad Colombiana de Ergonomia
Sociedad de Ergonomista de Mexico

Società Italiana di Ergonomia Societè d'Ergonomie de Langue Française Societè Tunisienne d'Ergonomie Spanish Association of Ergonomics Swiss Ergonomics Society Turkish Ergonomics Society ULAFROO



There will be two votes. The first regards the IEA by-laws that are requirements for maintaining our tax-exempt status in Zurich. This is based on information that Vice President Treasurer Klaus Zink obtained for us from legal and governmental sources. It is costly if we lose our tax-exempt status, so it is imperative that we act on this item. The second vote concerns the updating of the operating procedures, which are needed to keep IEA relevant and flexible. This is an important administrative matter.

Future of Ergonomics

This team, led by Jan Dul, is completing its work on a White Paper, which should be ready for the Executive Committee to review and the entire Council to discuss at the meeting in Recife. The team – Ralph Bruder, Peter Buckle, Pascale Carayon, Pierre Falzon, Bill Marras, John Wilson and Bas van der Doelen – met several times in face-to-face meetings and electronically to develop this consensus White Paper. This may be the most significant strategic initiative undertaken in this executive's term to advance the profession as well as a guide for future IEA governance. We look forward to hearing this report, discussing its implications and to Jan's keynote address on the same topic. Council members will be the first to see this White Paper at our meeting.

Election of Officers

We will be voting for the new officers including President, Vice President Secretary General, and Vice President Treasurer.

IEA 2018

We have received four bids for the IEA 2018 Triennial Congress from: Association of Canadian Ergonomists/ Association Canadienne D'Ergonomie, Indian Society of Ergonomics, Societa Italiana di Ergonomia and Turkish Ergonomics Society. We will be selecting one of these bids for the 2018 Congress. We are grateful for the effort and quality of these competitive bids.

2013 IEA Council Meeting

We will also be voting on the location of our next Council Meeting, which will be held in 2013.

Activities Related to Strategy A: Contribute to the development of federated societies

Site visit to Recife, Brazil with ABERGO and ULAERGO

We had a two-day meeting (February 20-21) at the site of the IEA2012 in Recife, Brazil. Vice President and Treasurer Klaus Zink, Science Technology and Practice Chair Karen Jacobs and I met with Jose Orlando Gomes, Paulo Antonio, Barros Oliveira (representatives from ABERGO and ULAERGO), and Marcelo Soares, his Organizing Committee and team. It was a productive meeting in creating a collaborative relationship among the partners, asking questions and expressing concerns openly, and seeking solutions to problems earlier rather than later. We learned a great deal about the planning that has been done in the midst of uncertainties in a booming economy, the logistical challenges to overcome, the warmth of the Brazilian hospitality, and the aura of the pre-Carnival environment that congress attendees will experience. We stressed the importance of cooperation among all parties, transparency and financial accountability.

- All-Ukrainian Ergonomics Association
- Asociación Española De Ergonomia Asociación de Ergonomia
- Argentina
- Association of Canadian
- Belgian Ergonomics Society
- Brazilian Ergonomics Association
- Chinese Ergonomics Society Croatian Ergonomics Society
- Czech ergonomic Society Ergonomics Society (U.K.) Ergonomics Society of
- Ergonomics Society of Federal Republic of Yugoslavia Ergonomics Society of Korea
- Ergonomics Society of South Africa
- Ergonomics Society of Taiwan
- Gesellschaft für
- Hellenic Ergonomics Society
- Society

 Human Factors and Ergonomics Society (U.S.A.)
- Hungarian Ergonomics Society Italian Society of Ergonomics
- Inter-Regional Ergonomics Association
 - Iranian Ergonomics Society Irish Ergonomics Society
- Israeli Ergonomics Society
- Hong Kong Ergonomics
- Japan Ergonomics Society Nederlandse Vereniging Voor New Zealand Ergonomics
 - Nordic Ergonomic Society
- arbeitsgemeinschaft für
- Ergonomie Polish Ergonomics Society
- Associação Portuguesa de
- Ergonomia Slovak Ergonomics
- Association
 Sociedad Chilena de Ergonomia Sociedad Columbiana de
- Ergonomia
- Sociedad de Ergonomistas de Mexico
- Società Italiana di Ergonomia Société d'Ergonomie de
- Langue Française South East Asia Ergonomics
- Society
 Swiss Society for Ergonomics
- Turkish Ergonomics Society LILAFRGO



HEPS 2011

The third international conference on Healthcare Systems Ergonomics and Patient Safety (HEPS) conference, sponsored by the IEA, took place in Oyiedo, Spain, from June 22-24 2011. The conference was co-organized by the Asociación Española de Ergonomia and the Societa Italiana di Ergonomia, and attracted more than 250 people from 50 countries. In addition to a range of high quality scientific oral presentations and posters, the Conference gave the opportunity to representatives of the WHO Patients for Patient Safety Program to comment and provide advice and suggestions. I would like to thank the AEE, the SIE and the HEPS steering committee for organizing a successful conference. The IEA is proud to support and promote this important initiative. I was pleased to participate in this meeting and believe that this is an area where our discipline can make a major contribution through research and practice. I encourage all federated societies to explore this arena because this is a significant application that demands high quality of performance and error mitigation when people need it.

FEES Board Meeting

While in Oviedo, Spain I visited briefly with the Federation of European Ergonomic Societies (FEES) board at their annual meeting. Congratulations to the new slate of FEES officers: Pieter Rookmaaker, President; Reiner Hoftijzer, Treasurer; Christophe Maes, Secretary General.

International ABERGO ULAERGO Conference

Jornada Internacional Abergo Ulaergo 2011 was held in August in Sao Paulo. Brazil where the theme of the meeting was Ergonomics, Safety and Resilience. At the invitation of President Jose Orlando Gomez, Yushi Fujita, Chair of the Professional Standards and Education Committee, conducted a four-hour course on the maintenance of safety and how our profession can contribute more to having a resilient society. Additionally, Fujita delivered an hour-long keynote address on Resilience Engineering. He also held an interview with the Brazilian media who were keenly interested in the developments at the Fukushima nuclear power plant. We are pleased to hear about ULAERGO's engagement of so many ergonomists from the region to confer on matters of joint interest. We are also indebted to Yushi Fujita for his willingness to travel from Tokyo to Sao Paulo and give so generously of his time. IEA is pleased to support efforts of individual federated societies and networks in promoting ergonomics in the region.

NES2011 Oulu, Finland 18-21 September

Vice-President and Treasurer Klaus J. Zink represented the IEA at the 2011 conference of the Nordic Ergonomic Society in Oulu, Finland. While there, he delivered a keynote address titled "Stakeholder-Oriented Management Concepts as Challenge for Macro-Ergonomics: How Can Macro-Ergonomics Contribute Successfully to Quality and Sustainability". The Ministry of Social Affairs and Health made an important statement during the opening ceremony. The political goal of Occupational Health and Safety in Finland shall be officially replaced by the term "Wellbeing". This is an interesting development giving a more positive and attractive image to our activities. Congratulations to the Conference Chair, Prof. Seppo Väyrynen from the University of Oulu, for organizing an interesting conference.

- All-Ukrainian Ergonomics
- Association Asociación Española De
- Ergonomia Asociación de Ergonomia
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- Brazilian Ergonomics Association
- Chinese Ergonomics Society Croatian Ergonomics Society
- Czech ergonomic Society Ergonomics Society (U.K.) Ergonomics Society of

Australia

- Ergonomics Society of Federal Republic of Yugoslavia Ergonomics Society of Korea Ergonomics Society of South Africa
- Ergonomics Society of Taiwan
- FEES Gesellschaft für
- Arbeitswissenschaft Hellenic Ergonomics Society
- Hong Kong Ergonomics Society Human Factors and
- Ergonomics Society (U.S.A.)
- Hungarian Ergonomics Society Italian Society of Ergonomics
- Inter-Regional Ergonomics Association
 - Iranian Ergonomics Society Irish Ergonomics Society
 - Israeli Ergonomics Society Japan Ergonomics Society Nederlandse Vereniging Voor
 - New Zealand Ergonomics
 - Society Nordic Ergonomic Society
- arbeitsgemeinschaft für
- Ergonomie Polish Ergonomics Society Associação Portuguesa de
- Ergonomia Slovak Ergonomics
- Association
 Sociedad Chilena de
- Ergonomia Sociedad Columbiana de Ergonomia
- Sociedad de Ergonomistas de Mexico
- Società Italiana di Ergonomia Société d'Ergonomie de
- Langue Française South East Asia Ergonomics
- Society Swiss Society for Ergonomics Turkish Ergonomics Society
- LILAFRGO



2nd EAEFS and AES 2011 Held in Taiwan

The IEA endorsed the 2nd East Asia Ergonomics Federated Symposium (EAEFS) and Asia Ergonomics Summit (AES) 2011 held on October 4-8, 2012 in Hsinchu, Taiwan. The theme of the conference was "Ergonomics in Asia: Development, Opportunities, and Challenges". In addition to three keynote addresses presented by Professor Adnyana Manuaba, Professor Yoshinori Horie, and Professor Waldemar Karwowski, nearly a hundred participants presented papers. Selected papers from the 2nd EAEFS will be published by Taylor & Francis in April 2012.

On October 5, IEA Vice President and Secretary General Eric Min-yang Wang chaired the AES 2011. Sixteen Presidents and delegates of Ergonomics Societies in Asia shared their experience, needs, issues, and vision about the ergonomics development and applications in Asia. Ergonomics and sustainability issues in different sectors were also discussed. Strong consensus was reached among the participants that more interactions and exchanges are needed. The AES participants signed the Hsinchu Declaration, and concluded that AES should be continued.

Latvian Ergonomics Society

The Latvian Ergonomics Society held its first international scientific and practical ergonomics conference on October 7, 2011 in Riga, Latvia. IEA Vice President Treasurer Klaus Zink and FEES President Pieter Rookmaaker shared their expertise in keynote addresses at this meeting, which centered on "Contemporary Ergonomics and Business 2011". President Zenija Roja and Board Member Henrijs Kalkis expressed their satisfaction and appreciation for the international support at their first ergonomics event.

Sociedad Colombiana de Ergonomía Congress

I was fortunate to be invited by SCE to attend their annual meeting, which was held in conjunction with the 17th meeting on Occupational Health in Medellín, Colombia from November 2-4. This meeting drew more than 1,000 professionals from Occupational Medicine, Safety, Industrial Hygiene and Ergonomics. My son, Adam, and I were hosted by SCE President Emilio Cadavid Guzmán and IEA Council member Luz Mercedes Saenz Zapata and treated to warm Colombian hospitality and friendship. We visited a meat processing plant to assist a company that had engaged an SCE member to reduce MSD injuries. I also presented a one-day workshop on macroergonomics and a symposium on participatory ergonomics. It was an energizing experience to be among such a vibrant and eager group of ergonomists. Jose Orlando Gomez (President, ABERGO and ULAERGO) also attended the meeting and gave a perspective on ergonomics throughout Latin America. We were pleased to participate in the meeting and support the growing interest in Colombia and throughout Latin America.

First International Conference on Ergonomics Assessment in Industrial Practice

IEA was pleased to endorse this first conference of its kind from 1-2 December in Darmstadt, Germany. Ralph Bruder reports that there were nearly 100 participants from 10 countries and considers this as a real success for a first conference in that area. While I was not able to attend, I did send a welcome message to all the attendees from the IEA and thanked them for their participation in this pioneering effort.

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Humanizing Work and Work Environment (HWWE) Conference 2011

Barbara Silverstein made a presentation at the 8th meeting of ISE and HWWE 2011 on December 16, 2011 in IIT Madras. The HWWE Organizing Team reports that they received positive feedback from the participants about the meeting and her presentation and lively interaction afterward. About 130 participants from all over India attended this IEA sponsored event.

Activities Related to Strategy B: Advance the science and practice of ergonomics at an international level

IEA 2012

Congress Chair Marcelo Soares and the Congress Organizing Committee have been working hard on the IEA Triennial Congress for 2012. Karen Jacobs, the Science Technology and Practice Chair, has been working as the Scientific Chair. The conference now has a web presence www.iea2012.org/home. In February, Karen Jacobs, Klaus Zink, and I visited the site at about the same time that the conference will be held.

IEA will sponsor several special sessions at the IEA2012 Congress in Recife. One of these will be a special meeting of the International Network for Junior Researchers in Ergonomics. The RJCE and IEHF have organized sessions targeting young researchers and professionals in the early phases of their careers. IEA is also sponsoring special sessions on Meet the Editor, where congress attendees can meet the journal editors of the major journals in our field. IEA Historian Patrick Waterson has organized another special session on the History of Ergonomics. The 18th triennial IEA congress at Recife provides the opportunity to create a unique forum for friendly exchanges and dialogues with research students from other countries.

EOUID

Ralph Bruder is working on finalizing and publishing the EQUID document that Council approved in principle into a user-friendly version that council requested. He is working with a designer and publisher to produce a document comparable to the Ergonomic Guidelines. The positive feedback we received on the Guidelines led us to create a similar product for EQUID. Expect delivery in 2012.

2011 IEA Liberty Mutual Medal

As a result of the input from Council at our meeting in Bruges, we instituted several changes in consultation with Ian Noy from Liberty Mutual to increase the visibility of this prestigious award. First, we considered papers published within the past year by soliciting the opinions from editors from the top journals in the field and allied publications. Second, we contacted the presidents of each of the federated societies to encourage them and the federated societies to submit nominations. The result was a highly competitive field of top-notch candidates.

The IEA review committee selected the winner of the 2011 IEA/Liberty Mutual Medal in Occupational Safety and Ergonomics and the appropriate boards have endorsed the selection of a paper by Marie Ward, Nick McDonald, and Rabea Morrison, of the Aerospace Psychology Research Group (APRG), School of Psychology, Trinity College (Dublin) and Des Gaynor, M.A., and Tony Nugent of Trinity aeroTec (Dublin). The paper, "A

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Performance Improvement Case Study in Aircraft Maintenance and its Implications for Hazard Identification," was published in and nominated by the journal Ergonomics. We extend our heartiest congratulations to the authors on receiving the most prestigious recognition in our field for this research. We thank the Liberty Mutual Research Institute for Safety for their generous support of this award and to the review committee, under the leadership of Mike Smith, for their careful examination of a highly competitive field of submissions.

ILO 19th World Congress on Occupational Health and Safety at Work

ILO asked IEA to propose a special session at the 19th World Congress in Istanbul. We participated in two events. First, the IEA sponsored a symposium entitled "Ergonomics and OSH strategies in relation to governmental activities". This was organized and chaired by IEA Development and Promotion Chair and GfA President Ralph Bruder. Presenters included: IEA Past President David Caple (HFESA), Alain Piette, National Secretary (BES), Christina Johansen, President (EHSS), and Jan Dul (NVvE). Second, IEA and ICOH cosponsored a second symposium entitled "Successful participatory ergonomic strategies to improve OSH". This symposium was co-chaired by Past IEA Treasurer and current ICOH President Kazutaka Kogi and me. Presenters included: Ira Janowitz (HFES), IEA International Development Chair Barbara Silverstein (HFES), Toru Yoshikawa (Human Ergology Society), and Tsuyoshi Kawakami and Valentina Forastieri (ILO). These sessions were well attended and well received.

IEA / WHO Relations Extended

We received a notice from Alex Ross, Director in the Department of Partnerships from WHO, that the Executive Board recently reviewed the report of our collaboration from 2008-2010 and has decided to maintain relations with IEA for another two years from 2011-2013. The board appreciated the report, the successful collaborations and the support IEA has given to WHO.

This builds on the framework that David Caple and the last executive developed. Thanks to David, Eric Wang and especially. Wendy Macdonald who contributed mightily on that report. Wendy is our representative to the WHO and oversees many of the IEA projects with WHO. Great work and great news for IEA!

WHO Events

EC member Ralph Bruder, IEA Reprehensive to WHO Wendy Macdonald, and Owen Evans attended the WHO Planning Committee Meeting Collaborating Centres for Occupational Health in Oslo, Norway on 16-17 June 2011. IEA had been invited to this meeting in our capacity as an officially recognized non-governmental organization (NGO). The larger context of this meeting is WHOs Global Plan of Action (GPA) on Workers' Health (2007-2017). WHO Collaborating Centres for Occupational Health contribute to the GPA according to a global workplan on occupational health. This workplan includes objectives "to protect and promote health at the workplace (GPA objective 2)", or "to incorporate workers' health into non-health policies and projects (GPA objective 5)". Recent developments in the current workplan (2009-2012) for the Collaborating Centres were presented and plans for the new workplan (2012-2017) were also discussed. IEA contributed to the workplan with the development of a tool kit for the prevention of work-related musculoskeletal disorders. The work on the tool kit is coordinated by the TC Musculoskeletal Disorders (contact: Enrico Occhipinti and Wendy Macdonald).

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Jose Orlando Gomez (President, ABERGO) represented the IEA at the WHO World Conference on Social Determinants of Health (WCSDH) in Rio de Janeiro Oct 19-21, 2011.

Alma Maria Jennifer Gutierrez (Vice President, PHILERGO) represented the IEA at the WHO Regional Committee Meeting for the Western Pacific on October 10-14, 2011 in Manila.

IEA2012 Keynotes to be Published in a Special Issue of Human Factors

To highlight the significance of the keynote addresses at the 18th IEA Triennial Congress, IEA and the Editorial Board of the Human Factors Journal have agreed to review and publish these papers in a special issue. Karen Jacobs and Marcelo Soares will be the editors for this special issue that will be published later this year.

Activities Related to Strategy C:

Enhance the contribution of the ergonomic discipline to global society

IEA Lighthouse Project in Nicaragua

Barbara Silvestein, Chair of the International Development Subcommittee, returned from Nicaragua in December 2010 after completing the first phase of the participatory redesign of the coffee bean harvesting baskets. This project, which was funded by 4C, the IEA and a special IDC fund from the Japanese Ergonomics Society, has potential implications for improving worker health, enterprise competitiveness and ergonomic profession visibility.

At the midyear meeting in Istanbul, Turkey the EC agreed to support the second phase of the coffee bean harvesting basket project in Nicaragua. Barbara Silverstein's group has secured partial funding for this validation phase and IEA will make up the balance to complete this project. The completion of this lighthouse project sets an example of how IEA can be involved in showing the way to implement projects, particularly in Industrially Developing Countries (IDCs).

John Deere Funding for Follow-up to Liberty Mutual Medal Winner

Thanks to the introductions made by Vice President and Treasurer Klaus Zink, the John Deere Company has provided significant financial support to 2009 IEA/Liberty Mutual Medal Winner Dr. Suman Singh. This work will continue to improve the lives of women in rural India through ergonomics.

Ergonomic Checkpoints Made Available as a Free Download

Thanks to the cooperation of Dr. Shengli Niu from the ILO, you can download a copy of ILO/IEA publication Ergonomic Checkpoints (2nd edition) free of charge. Go to the IEA web page: www.iea.cc/ under Latest News on the right for the free download. Alternatively you can go to the ILO website: http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_120133/lang--en/index.htm This reflects the ILO and IEA's joint commitment to collaborate in developing ergonomic solutions to workplace safety and health problems. This and other publications demonstrate the close working relationship and common goals we share with the ILO. Our sincere thanks to Dr. Niu and the ILO as we look forward to more joint efforts.

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Ergonomic Guidelines Available to Download Soon

This useful guide for implementing ergonomics in occupational health and safety programs has been getting warm reception wherever we have introduced it. Several practitioners have asked for this valuable publication. This is a joint publication from the IEA and the International Commission on Occupational Health (ICOH). This will soon be available as a free download from the IEA website.

IEA Supports Japanese Colleagues Who Continue to Contribute After the Disaster

Presidents Saito, from the Japanese Ergonomics Society (JES) and Maie, from the Human Ergology Society (HES), reported that all their members are confirmed to be safe and none were directly affected by the tsunami and subsequent events. Despite the hardships, our colleagues in Japan continue to contribute and take positive actions by informing the public and solving problems through ergonomics. IEA sent a statement of support to the Japanese Ergonomics Society and to the larger Japanese communities that our colleagues are a part. These comments were posted on the JES website and express IEA's support for our colleagues, their families and communities. http://www.ergonomics.jp/usertype/company/3211.html

Ergonomic Checkpoints in Agriculture

Shengli Niu from ILO reported that "Ergonomic Checkpoints in Agriculture" was released in December 2011. This joint effort between the ILO and IEA produced a practical, user-oriented guide to improve work for those in agriculture. As with other publications in this family of products, these checkpoints provide 100 illustrated examples of practical ergonomic improvements that can be implemented with little or no cost. We thank the ILO and many of our IEA ambassadors for making this publication possible.

Ergonomic Checkpoints for Human Care Work

Kazuo Maie, President of the Human Ergology Society, reports that their group is finishing work on the publication entitled, "Ergonomic Checkpoints for Human Care Work". This is another example of how ergonomics can be applied in practical ways to address contemporary issues. The publication will feature 60 items covering ten dimensions important to those providing care for others. We look forward to seeing this publication as another example of user-oriented, easy-to-use guides that we can provide to the world.

IEA Infrastructure and Scalability

One of our early goals was to establish a scalable organizational infrastructure that will allow IEA to grow beyond its current size. While we were not able to achieve some of the goals, we did manage to make important gains. In particular, we are pleased to be moving to improve the information infrastructure.

We will follow up with a generous proposal by the Japanese Ergonomics Society to provide a consistent information technology infrastructure support. To date, the administration and management of the website, communication, time management and archiving has changed with each executive. This causes inconsistencies in how and what we communicate. President Saito and his leadership team have offered to provide a consistent level of support for a fixed period of time. This infrastructure could provide a solid backbone for future executives. We will be identifying user requirements and defining responsibilities over the next few months to determine our needs and the best ways to address them.

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Options for Paying Dues

PayPal Option. As a reminder, it may be advantageous for some members to make their dues payment using the PayPal option that Klaus Zink and his team have established. It could be less expensive and more convenient for your society to use this option depending on the amount of the payment.

Calculating Dues on the Website. Federated societies dues calculation has been made available on the IEA website. This is hopefully easier for member societies to pay their dues and reduces the workload for future Treasury activity.

I thank you for your support and for the privilege to serve as your president.

Sincerely,

Andrew S. Imada

President

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Report of Science Technology & Practice (STP) Standing Committee (SC)

REPORT OF ACCOMPLISHMENTS February 1, 2011-December 1, 2011 and FUTURE ACTIVITIES Respectfully submitted by Karen Jacobs, EdD, OTR/L, CPE

Objectives of STP	Accomplishments for February 1, 2011-December	Possible activities by
Standing Committee in	1, 2011	February, 2012
relationship to IEA	1,2011	1 0010.0019, 2012
Goals & Objectives		
IEA A. Goal: To Develop		Work closely with the IEA
More Effective		EC to develop more
Communication and		effective communication
Collaboration with Federated		and collaboration with
Societies.		federated societies.
IEA OBJECTIVE A1.		
Support the Work of Member		
Societies		
Support the continuing		
growth of ergonomics in		
industrially developing		
countries by training and		
education {IDC}		
Provide industrially		
developing		
countries with		
ergonomics		
knowledge by		
stimulating the		
existing IEA		
mechanisms (e.g. book fund, expert		
consultants)		
IEA B Goal: To Advance the	Ongoing communication with all TC chairpersons and their	Continue to work closely
Science and Practice of	respective co-chairpersons occurred.	with the IEA 2012 Congress Committee
Ergonomics at an International Level	Sent regular e-mail messages to the TC chairpersons and co-	Committee
international Level	chairpersons about the IEA2012 Congress and encouraged	International Cooperation:
IEA OBJECTIVE: B1.	that they promote it to their members.	While some TCs have taken
Stimulate Development and		the lead to collaborate on an
Acceptance of Ergonomics	Set up a wikispace for TC communication regarding the	international level, there is a
	IEA2012 Congress. Encouraged TCs to use this virtual	need to find avenues to have
Identify future needs	communication tool to enhance collaboration between TCs.	an impact in policy
for development of	The URL is: http://2012ieacongressfortechnicalcommittees.wikispaces.com	decisions and multi-lateral
ergonomics (e.g. through the	http://2012reacongressfortechnicalconfinitiees.wikispaces.com	development in science, technology and practice.
Technical	Periodic message to encourage the TCs to align their activities	This may be done by
Committees of the	with the IEA's Strategic Plan.	encouraging TCs to
Science,		collaborate with analogous
Technology &	Updated TC chairperson and co-chairperson information and	TCs in other organizations
Practice Committee)	submitted periodically to the IEA EC to be posted on the IEA	(e.g., ICOH, WHO,) or

OBJECTIVE: B2. Facilitate Knowledge Exchange and Collaboration Support and promote specialized conferences and workshops in collaboration with member societies. Provide appropriate support of regional groups in ergonomics (e.g. NEES) when this will not conflict with the operations of member societies. STP SC Goal: To support Technical Committees which address specific areas of technical interest	website. Continued to reinforce the six year sunset rule for the TC. chairs. Annual reports by six TCs are included with this report. Meet with the IEA 2012 Conference Committee at the Congress site in February, 2011 along with Andy Imada and Klaus Zink. Worked with Marcelo Soares, chairperson of the IEA2012 Congress. We held periodic Skype meetings or corresponded by e-mail to prepare for the IEA2012 Congress.	particular projects. Encourage TCs to lend their expertise directly to these projects or entities. For example, ECEE TC could explore collaboration with UNICEF
in human factors and ergonomics.		
Monitor the progress of TCs including the appointment of chairpersons and co- chairpersons and tenure in these positions		
Goal: To Enhance the Contribution of the Ergonomics Discipline to Global Society OBJECTIVE: C1. Promote Recognition Of Ergonomics Discipline	Continue to work with Dr. Kapila Jayaratne, the Consultant Community Physician Family Health Bureau Ministry of Health in Sri Lanka to make his backpack initiative a lighthouse project. Dr. Jayaratne will be one of the keynote speakers at the 2012 IEA Congress.	
 Promote ergonomics in geographical regions where particular support is needed 		
 Increase public awareness of the benefits of ergonomics through mass media communications 		

Report of Standing Committee (SC) Development and Promotion Ralph Bruder

INTRODUCTION

The Standing Committee "Development and Promotion" is addressing all goals of the IEA Mission:

- A. Contribute to the development of federated societies.
- B. Advance the science and practice of ergonomics at an international level
- C. Enhance the contribution of the ergonomics discipline to global society

By producing new material (like the EQUID document) or by putting together existing material (like the Ergonomic Guidelines or the Ergonomic Checkpoints) we can support member societies to disseminate ergonomics knowledge at various levels (see Subgoal A1).

The aim of an approach like EQUID was and still is to define and clarify the field of ergonomics (Subgoal B1)

By using all the expertise that we had during the development of the EQUID approach to produce a "Handbook of Ergonomic Quality in Design" we promote IEA publications suited to knowledge dissemination by IEA (Subgoal B1).

We started a new initiative at IEA Council meeting at Bruges, Belgium in the year 2010. The aim of this initiative is to produce a discussion paper on the "Future of Ergonomics". This paper should be used for external communication (Subgoal C1) as well as for internal use (see Subgoal B1).

By intensifying our cooperation with ISO in looking for new standards to clarify the role of our discipline within companies, organizations and institutions we identify future needs for development of ergonomics (Subgoal B1). This further linkage to ISO is also fulfilling our goal to expand and strengthen links with other international bodies (Subgoal C1).

Establishing a network between experts in different countries working for governmental bodies will help us to promote ergonomics as a means to improve the quality of human life, work effectiveness and economic benefits and to promote collaboration in ergonomics projects among government and international bodies (Subgoal C2)

REPORT OF ACCOMPLISHMENTS AND FUTURE ACTIVITIES

Objectives of the SC	Accomplishments for 2011.02 -2011.12	Possible activities for the next 2 years (2012-2013)
EQUID	2011.12	2 years (2012 2013)
Development of EQUID process IEA Strategic Plan Goal B To advance the science and practice of ergonomics at an international level SUBGOAL B1: Stimulate Development of the Ergonomics discipline	Delphi study with international experts in HF/E or related disciplines on the integration of Ergonomics into product life cycle. Preparation of a "Handbook of Ergonomic Quality in Design" including: • Guidelines for the usage of EQUID • Case studies on the introduction of EQUID in different fields of application	Discussion about the transfer of the EQUID approach from product design to the design of work systems
Dissemination of EQUID	аррисации	
IEA Strategic Plan Goal C To enhance the contribution of the ergonomics discipline to global society. SUBGOAL C1: Promote Recognition Of Ergonomics Discipline	Presenting EQUID at various conferences and Seminars (e.g. GfA 2011, ODAM 2011, SELF 2011)	Answering questions from users of EQUID Putting the "Handbook of Ergonomic Quality in Design" on the IEA website
SUBGOAL C2: Promote Applications of Ergonomics in All Aspects of Life		
Future of Ergonomics		
Sub-committee for Future of Ergonomics		
IEA Strategic Plan Goal B To advance the	Founding of the sub- committee	Using the paper on the "Future of Ergonomics" for

science and practice of ergonomics at an international level

SUBGOAL B1: Stimulate Development of the Ergonomics discipline

IEA Strategic Plan Goal C To enhance the contribution of the ergonomics discipline to global society.

SUBGOAL C1: Promote Recognition Of Ergonomics Discipline (Members: Jan Dul (Chair), Ralph Bruder, Peter Buckle, Pascal Carayon, Pierre Falzon, William S. Marras, John Wilson, Bas van der Doelen (Secretary)

Several personal or Skype meetings (e.g. Amsterdam)

Discussion at IEA Council in Grahamstown, South Africa 2011

Producing of a white paper on the "Future of Ergonomics" for IEA Council in Recife 2012 discussion about the future development of IEA.

Discussion about the actions that should be taken to "strengthening the demand for and the application of high-quality HFE" (cited from the white paper on the Future of Ergonomics)

ISO

Cooperation with ISO

IEA Strategic Plan Goal C To enhance the contribution of the ergonomics discipline to global society. The ad-hoc group to support ISO TC 159 delivered proposals for new standards to define processes to integrate Ergonomics at different levels in companies (Executive level, Management level, Specialist level)

Participation in several ISO meetings worldwide

Continue the dialogue with ISO TC 159 with respect to the development of new process related standards for HF/E.

Sending experts from Federated Societies of IEA to ISO working groups (in accordance with those Federated Societies)

Governmental relations			
Building up a network of experts in governmental organizations			
IEA Strategic Plan Goal C To enhance the contribution of the ergonomics discipline to global society.	Organization and realization of a Workshop at XIX World Congress on Safety and Health (Istanbul, September 11-15 2011) with positive resonance	Compilation of global topics from governmental organizations with relevance for HF/E Building of a Sub-Committee for HF/E in governmental organizations	

FINANCIAL REPORT

Klaus J. Zink, Treasurer

Accounting and Banking Procedures

The IEA carries out its financial operations in U.S. Dollars (US\$). The IEA fiscal year coincides with the calendar year, January 1 through December 31. A cash basis of accounting is used. On this basis, revenues are noted and recorded when received, and expenses are noted and recorded when paid. The IEA maintains and carries out its financial activities with Scotiabank in Ottawa (Canada), Kreissparkasse (Germany) and PayPal. Two types of accounts are maintained with Scotiabank. The first type is an Active Cash Account (ACA) that can be characterized as a working account into which income is deposited and from which payments are made. In addition, there is a PayPal Account to collect dues and an Operating Account with Soctiabank into which the PayPal balance can be transferred. The second type is Guaranteed Investment Certificates (GICs). These accounts are interest bearing. A goal in managing the accounts is to maintain appropriate amounts to maximize interest income (which has been difficult during the last years because of the general interest level) while enabling financial affairs to be carried out efficiently. The Active Cash Account in Germany provides a credit card for paying IEA expenditures.

The IEA finances its activities with revenue from a number of different sources including fees of its member societies, sustaining memberships, capitation fees, donations, and other sources. Categories of expenditures include the work of the officers and standing committees, administration, awards, meetings, seed money, grants and other miscellaneous activities. As noted in the tables in this section, the financial situation of the IEA remained stable during the report period 2009-2011.

Because the IEA Congress is held every third year, and because there are significantly greater expenses during years of the Congress, it is customary for the Triennial Report to show revenue and expenditures for the past three years. This additional information provides the basis for a better understanding of revenue and expenditures as well as a longer-term picture of IEA's financial status.

During the period 2009-2011 the support of IDCs was one of the dominant strategies. Especially three activities had to be funded: (1) publication of the Ergonomics Guidelines (together with ICOH), (2) project in Nicaragua regarding coffee harvesting

(see the report of the IDC Standing Committee) and (3) project in India to improve working (and living) conditions of farm women. This project is carried out by the IEA Liberty Mutual Award winner of 2009. For the printing of the Ergonomics Guidelines funding could be realized by members of GfA (Prof. Landau and Prof. Bruder). The coffee project in Nicaragua was financially supported by 4CA and ECOM (each of them contributed 10,000 USD; another 8,000 USD were financed by IEA with support of the IDC fund of JES and HFES), and finally the Indian project received financial support from the John Deere Foundation (120,000 USD). The treasurer thanks again all supporters of these lighthouse projects, which shall be later, transferred to other parts of the world. Furthermore, the IEA organized a sponsorship for the IEA Triennial Congress 2012 by Volkswagen (25,000 USD).

Assets and Equity

Table 1 presents IEA's assets and equities between 2009 and 2011. The total assets as of December 31, 2011 were 302,342 USD. 19.6 percent of these assets were in the cash accounts and 72.6 percent were in GICs at Scotiabank. The Seed Fund Receivable (7.8 percent) is a loan for IEA Congresses. There was a loan of 23,500 (20,000 USD for IEA 2012 and 3,500 for SEANES 2012) during the past two years.

While IEA's funds are held in the Scotiabank accounts indicated above, the money is actually earmarked for certain categories of expenditures. Table 1 presents the various categories for which funds are earmarked. Two general categories are annual operations and special funds. The annual operations are labelled loan and cash reserves, and include expenditures for administrative and other recurring activities. These expenditures are funded with revenues from membership fees, capitation fees, interests, and miscellaneous incomes. There were five special funds in this category whose purpose generally is to promote and support ergonomics in developing countries (IDCs). These funds have been used to support lighthouse projects in IDCs. IEA also helped to fund conference attendances for people from developing countries. Another special fund is for the Liberty Mutual Award.

Human Factors and Ergonomics Society of Australia Fund – This fund was created by HFESA in 1988 to provide grants and seed funds to promote ergonomics in industrial developing countries in Southeast Asia.

Human Factors and Ergonomics Society Fund – Established in 1992, this fund is maintained through annual voluntary contributions from members of HFES. The

purpose of the fund is to promote ergonomics in industrially developing countries. This fund has supported the coffee project in Nicaragua together with the Japan Ergonomics Society Fund.

Societe d'Ergonomie de Langue Francaise Fund – this fund was created by SELF in 1993. It provides for grants and seed funds to societies or groups to support the organization of conferences, seminars and meetings in developing areas such as Africa and South America.

Japan Ergonomics Society Fund – This fund is maintained through annual voluntary contributions from JES. It provided grants and seed funds for promoting ergonomics research and for organizing conferences in industrial developing countries. This fund has, among others, supported the coffee project in Nicaragua.

Liberty Mutual Fund – Funding for the IEA/Liberty Mutual Award is provided by Liberty Mutual Insurance Company. The fund provides financial support for the Prize of \$10,000 that is awarded annually.

Table 1. IEA Assets and Equity (2009 to November 2011)

ASSETS:	2011	2010	2009
		85,084	
Cash Accounts*	58,270	188,100	43,169
Term (GIC) Deposits	219,627		181,379
PayPal Account	945	-	-
Seed Fund Receivable	23,500		0
		12,024	
Total	302,342	285,208	224,548

EQUITY:	2011	2010	2009
IDC Funds	32,625	34,325	38,259
ESA	<i>5,4</i> 26	<i>5,4</i> 26	<i>5,4</i> 26
HFES	<i>5,4</i> 96	8, 4 96	8,496
JES	12,080	10,780	14,714
SELF	7,647	7,647	7,647
ESK	1,976	1,976	1,976
Liberty Mutual Fund	33,988	36,988	21,988
Loan Reserve	35,000	35,000	35,000
Cash Reserve	200,729	178,895	129,301
Total	302,342	285,208	224,548

Revenue and Expenditures

Table 2 presents a summary of IEA's revenue and expenditures for 2009, 2010 and 2011. From the table it can be seen that the expenditures were higher for 2009, a year of an IEA Congress. Therefore, the revenues increased in 2010 when the capitation fee had been paid from CES. The officers and standing committees carry out a significant portion of IEA functions and activities. There was a significant reduction in

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^{*}Currently, the Operating Account contains 0.08 CAD, which was used to test the Paypal deposit function.

travel costs as the officers used other sources than IEA and alternative methods of communication such as Skype.

Table 2. Statement of Operations for 2009, 2010 and 2011

Year	2011	2010	2009
REVENUE:			
Membership Dues - Federated and affiliated societies - Sustaining members Capitation fees Interest and exchange value Contributions (JES) Liberty Mutual Fund	47,292 7,775 2,277 (2.277) 1,300	43,114 9,975 27,533 6,599 11,066 15,000 1,733	41,051 14,154 2,612 11,022 1,997 30,000 0
Misc			
Total	56,508	115,020	100,836

Year	2011	2010	2009
EXPENDITURES:			
Officers and Administration	6,942	9,601	3,334
- Office-related expenses	-	-	9,061
- Officers - Travel	1,987	15,021	3,525
- Meeting Costs			
Standing Committees	3,745	2,023	4,819
- Science, Technology, Practice	4,170	4,820	4,338
- Prof. Standards and Education	9,825	19,076	10,171
- IDC	8,969	531	14,683
- Development and Promotion	,	2,520	6,553
- Awards	3,000	0	22,699
Liberty Mutual Medal/Prize Promotion	733	767	1,172
Fees and Bank Charges	11,476	12,024	
Seed Money	,		
Total	50,847	66,384	80,355

OPERATING SURPLUS	5,661	48,637	20,481
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Figure 1 shows the proportion of revenue for the different categories for the three-year period 2009-2011. As indicated in the figure, federated and affiliated societies' membership fees provide most of the IEA revenues. The level of sustaining membership fees could not be kept but there was intensive fundraising for IEA lighthouse projects, the IEA Triennial Congress 2012 and the printing of ICOH/IEA Ergonomics Guidelines, whereas only a small part of the funds has been transferred via IEA accounts.

Figure 2 shows the proportion of expenditures in the different categories for the three-year period 2009-2011. The standing committees carry out a significant portion of IEA functions and activities. These committees account for 56 percent of all expenditures.

Concluding Statement

Overall, the revenues and expenditures during the 2009-2011 period are similar to previous years. As IEA has grown and its activities have expanded, totals have increased, but proportions as shown in Figures 1 and 2 have remained similar.



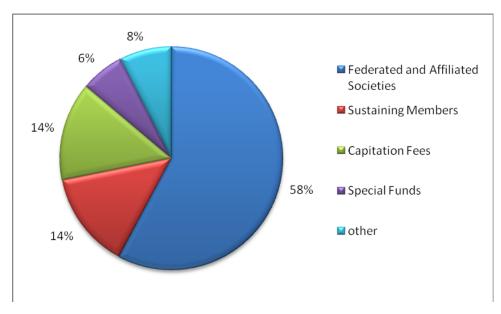
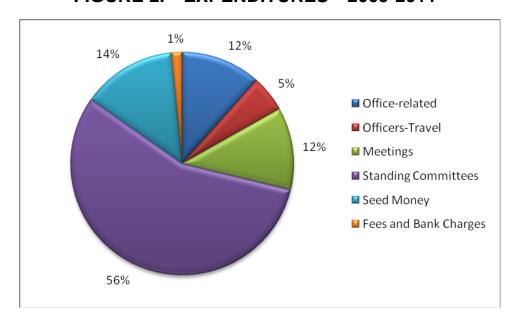


FIGURE 2. EXPENDITURES 2009-2011



2011 Annual Report of Vice President and Secretary General Eric Min-yang Wang

INTRODUCTION

The IEA Secretary General (SG) provides day-to-day administration of the IEA, including Communication and documentation responsibilities. According to the IEA rules, the SG has the following tasks:

The Secretary General has the duty to provide day to day administration of the Association. The tasks include:

- Keeping close connection to the President to receive advice and to formulate the policy of the Association in routine questions.
- Looking after the correspondence and requests and routing of the correspondence to the appropriate officers for response or action.
- Preparation of the Council meetings. The fixed time periods are as follows: a / Information of the time and place of the Council meeting shall be sent at the latest three months prior to the meeting. This information should contain among others the updated list of the members of the Council. b/Proposed agenda and eventual documentation shall be sent to the Council members at the latest six weeks prior to the meeting. c/ Information on the agenda should be sent in due time also to the Secretaries of the Federated Societies as well as societies having other types of liaison to the IEA than federation.
- Preparation of the General Assembly Meeting to be held in conjunction with the Triennial Congress. Preparation is in collaboration with the chairperson of the Congress.

REPORT OF ACCOMPLISHMENTS AND FUTURE ACTIVITIES

Objectives of the SG	Accomplishments for 2011.02 - 2011.12	Plan or some Proceeding activities for the future
Communication with Federated Societies IEA Strategic Plan Goal A. To develop more effective communication and collaboration with federated societies. Objective A1. Support the work of member societies. Objective A2. Improve IEA operational effectiveness.	 Maintaining and updating the list of IEA council members Maintaining and updating contact information of the Federated Societies on the IEA website Email the bi-monthly President's newsletters to IEA member societies and council members. The newsletters are also posted on the IEA website. Regular contacts with Federated Societies and reply their inquiry and request. 	Continue to collect information from societies regarding their cycle of elections; this will help in updating the IEA website and contact information for societies. The bi-monthly newsletters are a major communication effort to keep the societies informed about IEA activities and get engaged in IEA activities.

Objectives of the SG	Accomplishments for 2011.02 - 2011.12	Plan or some Proceeding activities for the future
IEA Website IEA Strategic Plan Goal A. To develop more effective communication and collaboration with federated societies. Objective A1. Support the work of member societies. Organization of Council meetings IEA Strategic Plan Goal	 Maintaining and updating IEA website. Add the linkage of 2nd Edition Ergonomics Checkpoint. Add The Lighthouse project webpage. Backup the IEA website by month. Organization of the annual Council meeting during 2011: The logistics preparation of the 2011 IEA EC and the IEA 	Continue to maintain and update the IEA website. Backup the website by month routinely. Collaborate with JES to reconstruct infrastructure of the website, and reinforce the web communication function and maintain the security. Should the IEA be visible as an entity on social networking websites, such as LinkedIn, Twitter and Facebook? Explore the possibility of using information technology (e.g., Skype or other Internet communication technology) to
A. To develop more effective communication and collaboration with federated societies. Objective A1. Support the work of member societies.	council which was held on April 2-3 in Grahamstown, SA. Communication to IEA Council members Prepare and provide templates for reports by IEA EC; collection of reports and dissemination to IEA Council members. Prepare the Minutes of 2011 Council Meeting to IEA Council members and Federated Presidents.	allow Council members to participate remotely.
Organization of meetings of the IEA Executive Committee IEA Strategic Plan Goal A. To develop more effective communication and collaboration with federated societies. Objective A2. Improve IEA operational effectiveness.	 On March 31-April 1, 2011 the EC meeting was held in Grahamstown in South Africa. Attendees included: Andy, Eric, Klaus, Ralph, Barbara, Yushi, David, Marcelo. Karen participated via Skype. On September 10-11, 2011 the Mid-Year EC meeting was held in Istanbul in Turkey. Attendees included: Andy, Eric, Klaus, Ralph, Barbara, Yushi, David, Marcelo and Karen. 	The EC consider a balance among traditional meeting (involves traveling time and money for EC members) and using new technology for working together more effectively and efficiently (e.g., use of information technologies, face-to-face meetings).

Objectives of the SG	Accomplishments for 2011.02 - 2011.12	Plan or some Proceeding activities for the future
Communication with IEA President and EC members IEA Strategic Plan Goal A. To develop more effective communication and collaboration with federated societies. Objective A2. Improve IEA		Continue to communicate in current way.
New or emerging ergonomics societies IEA Strategic Plan Goal A. To develop more effective communication and collaboration with federated societies. Objective A1. Support the work of member societies.	Tracking of contacts with new or emerging societies. Different members of the EC are in contact with specific countries regarding the formation or development of ergonomics societies. 1. Tracking of contacts with new or emerging societies. Different members of the EC are in contact with specific countries regarding the formation or development of ergonomics societies. 2. We look forward to Human Factors & Ergonomics Society Malaysia (HFEM) joining the IEA family when they are ready to apply	
Responding to various requests to the SG IEA Strategic Plan Goal C. To enhance the contribution of the ergonomics discipline to global society. Objective C1. Promote recognition of ergonomics discipline.	average.	To be continued

Objectives of the SG	Accomplishments for 2011.02 - 2011.12	Plan or some Proceeding activities for the future
Relationship with WHO, ILO, ICOH, and IOHA IEA Strategic Plan Goal C. To enhance the contribution of the ergonomics discipline to global society. Objective C1. Promote recognition of ergonomics discipline.	Ergonomics Checklist to the	To be continued
Announcement the policy of Executive Committee	 Announcement and arrangement of 2018 Triennial Congress bidding. Announced IEA officers nomination Announcement nomination of IEA triennial awards. Announcement to IDC Federated Societies of 2012 Congress fund. Announcement changes of IEA Bylaw and updated IEA rule Announcement of GPDB and collect the feedback from Federated Societies. 	All related documents has been coded and filed.

Last updated: December 30, 2011

Visits to Federated Societies

Country	Who?	When?	What?
Recife, Brazil	Andrew S Imada, Klaus J. Zink, Karen Jacobs	Feb.20-21, 2011	Site visit and meeting with organizers of 2012 IEA Congress
Grahamstown, South Africa	Andrew S. Imada, Eric Min- yang Wang, Klaus J. Zink, Ralph Bruder, Barbara Silverstein, Yushi Fujita, Marcelo Soares	Apr. 4-6, 2011	Tenth International Symposium on Human Factors in Organizational Design and Management was hosted by the Department of Human Kinetics and Ergonomics, Rhodes University and the Ergonomics Society of South Africa. Andrew, Klaus, David and Ralph were the Plenary Session Chairs. Andrew gave a keynote speech in the conference. Prior to the conference, an IEA EC meeting and a Council meeting were held.
Oviedo, Spain	Andrew S. Imada	June 21-23, 2011	Andrew attended the Federation of European Ergonomic Societies (FEES) board meeting. The FEES meeting was held in conjunction with the Healthcare Systems Ergonomics and Patient Safety (HEPS) conference, which had IEA support. Andrew gave a welcome and keynote addresses at the HEPS meeting.
Sao Paulo, Brazil	Yushi Fujita	August 11, 2011	Jornada Internacional ABERGO ULAERGO 2011 was held in Sao Paulo, Brazil. Yushi conducted a four-hour course on the maintenance of safety and how our profession can contribute to a more resilient society. He held an interview with the Brazilian media about the Fukushima nuclear plant.
Istanbul, Turkey	Andrew S. Imada, Eric Min- yang Wang, Klaus J. Zink, Ralph Bruder, Barbara Silverstein, Yushi Fujita, Marcelo Soares, Karen Jacobs	September 12-15, 2011	Andrew and Ralph were the symposium Chairs of the 19 th World Congress on Safety and Health at Work in Istanbul. Prior to the conference, an IEA EC meeting was held.

Country	Who?	When?	What?
Oulu, Finland	Klaus J. Zink	September 18-21, 2011	Klaus represented the IEA at the Nordic Ergonomic Society (NES) meeting and delivered a keynote address.
Riga, Latvia	Klaus J. Zink	October 7, 2011	Klaus represented the IEA at the Latvian Ergonomics Society's first international scientific conference and presented a keynote address at the meeting.
Hsinchu, Taiwan ROC	Eric Min-yang Wang	October 4-8, 2011	Eric served as the Chair of 2011 Asia Ergonomics Summit, and organized IEA endorsed conference of 2011 East Asia Ergonomics Symposium.
Medellín, Colombia	Andrew S. Imada	November 2-4, 2011	Andrew attended the the Sociedad Colombiana de Ergonomía Congress to help them celebrate their 15 th anniversary. He gave a keynote and workshop.
Madras, India	Barbara Silverstein	December 16, 2011	Barbara presented at the HWWE 2011 meeting sponsored by the Indian Society of Ergonomics.

Last updated: December 30, 2011

Bi-monthly Newsletters of IEA President

	When?	Content of letter
1	February, 2011	 Announce regarding next Council Meeting in South Africa The note of IEA 2012 Site visit to Recife, Brazil with ABERGO and ULAERGO IEA 2012Cogress call for paper Summary of Notable News Promote IEA triennial Awards nomination Announcement regarding Forthcoming Events
2	June, 2011	 Brief summary of 2011Council Meeting Preliminary nomination of IEA Officers Open nomination of 2018 IEA Congress bidding Brief summary of WHO meeting in Oslo Brief summary of HEPS Meeting Oveido, Spain Brief summary of FEES Board Meeting
3.	September, 2011	 IEA Special Session: International Network for Junior Researchers in Ergonomics 2010 PPCOE publication available Brief summary of IEA EC Midyear Meeting for September 9-10, 2011 in Istanbul Highlight International Meeting Report regarding international relation Call for nomination of IEA Officers Announcement regarding Future IEA Meetings
4.	November 30, 2011	 Announcing of 2011 IEA Liberty Mutual Medal Winner Updated information IEA2012 Congress in Recife, Brazil Important IEA Administrative Matters Events Around the World

Last updated: December 30, 2011

Report of the IEA Professional Standards and Education Standing Committee

INTRODUCTION

The Professional Standards and Education (PSE) committee compiles and disseminates information

relevant to offerings in ergonomics at educational institutions, educational materials, including

instructional methods, aids and standards. There are three (3) sub-committees (SCs). These are as

follows:

Certification SC

Good Practices Database (GPDB) SC

• Directory of Ergonomics Programmes SC

The Certification SC headed by Peter Budnick (HFES) is assigned to make recommendations

regarding mutual recognition among various certification bodies, and to launch review of the IEA

certification accreditation process for compatibility with mutual recognition findings. The GPDB SC

headed originally by Yung-Hui Terrence Lee (EST) and later by Chih-Wei Lu (EST) is assigned to

release the preliminary IEA good practices database (the IEA GPDB) for review and comment, and

to specify ideas for educational applications of the IEA GPDB. The Directory of Ergonomics

Programmes SC headed by Swantje Zschernack (ESSA) is assigned to update the IEA directory of

educational programmes identify ideas for expanding the scope of the directory.

The accomplishments of each SC are summarized in the next section in a tabular format. Overall, all

SCs carried out all planned tasks and partially accomplished the goals planned originally in 2010.

The committee will need to work on all goals.

Abbreviations

BCZE : Board for Certification of New Zealand Ergonomists

BCPE : Board of Certification in Professional Ergonomics

CREE : The Centre for Registration of European Ergonomists

ESSA : Ergonomics Society of South Africa

EST : Ergonomics Society of Taiwan

HFES : Human Factors and Ergonomics Society

HFESA : Human Factors and Ergonomics Society of Australia

JES : Japan Ergonomics Society

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REPORT OF ACCOMPLISHMENTS AND FUTURE ACTIVITIES

Report of the IEA Professional Standards and Education Standing Committee

Certification SC:

The goals of the SC are (1) to make recommendations regarding mutual recognition among various certification bodies, and (2) to launch review of the IEA certification accreditation process for compatibility with mutual recognition findings.

The original milestones for Y2011-12 were specified as follows:

- Summarize the official positions on the mutual recognition
- Begin to review the IEA accreditation process
- Plan a session for IEA2012
- Complete the review of the IEA certification accreditation process

The following experts participated in the SC.

- Kazuo Aoki, CPE/JES (JAPAN)
- Peter Budnick, BCPE (USA)
- Matthias Goebel, ESSA (South Africa)
- Ernst Koningsveld, CREE (Europe)
- Trudy Tilbury, HFESA (Australia)
- Kirsti MacAulay, CCCPE (Canada)
- David Tappin, BCNZE (New Zealand)

All milestones set forth originally in 2010 have been satisfied. Details are presented and discussed at a special session at the IEA2012.

GPDB SC:

The goal for the SC is to disseminate ergonomic good practices for educational purposes.

The original milestones for Y2011-12 were specified as follows:

 Begin to develop a partial database utilizing existing databases A mid-year SC meeting was held in Taiwan in September, 2011, in which the SC chair was formally replaced with Chih-Wei Lu (EST).

The review of some existing good practices databases or similar databases reviled that more considerations would be necessary to identify a specific form of IEA GPDB. As a consequence, it was decided to

Begin to discuss educational applications

carry relevant goals to the future.

• Release the preliminary IEA GPDB

A roundtable is conducted to discuss ideas of educational application of good practices databases at the IEA2012.

Specify ideas for educational applications

Directory of Ergonomics Programmes SC:

The goal of the Directory of Ergonomics Programmes SC is to consolidate the IEA Directory of Ergonomics Programmes by continuous update/upgrade.

The original milestones for Y2011-12 were specified as follows:

- Update the directory of ergonomics programmes
- Consider the expansion of the scope

Only a few answers were collected by questionnaires circulated to the federated societies, which were not enough to update the directory of ergonomics programmes.

It was suspected that the directory may not be as useful as it was in the past, especially in the era of information technology. Further discussion may be necessary to clarify if there is any similar function that is found useful.

Report of the IEA International Development Committee

INTRODUCTION

For the purpose of this committee, Industrially Developing Countries (IDCs) are taken to include both those countries designated as such by appropriate international bodies (e.g., ILO, WHO, UN, etc.), and also those countries in which, in the view of IEA, Ergonomics development is severely hindered by reason of economic, social or other relevant circumstances.

The objectives of the committee are:

- to promote, coordinate, and implement ergonomics activities in IDCs by giving support to local and regional initiatives concerning education and training, research and consultancy missions, as well as to encourage formal and informal meetings when required.
- to establish an international network in order to inform IDCs about ongoing activities, initiatives, and other relevant information concerning the implementation of ergonomics to working conditions typically found in IDCs.
- to cooperate with other IEA Standing Committees and adhoc working groups in order to emphasize the specific industrially developing countries needs, and to organize common projects with these committees and groups.
- To establish a collaborative working partnership with other international organisations with a common concern for working conditions in IDCs (eg. ILO, WHO, ICOH and others).

REPORT OF ACCOMPLISHMENTS AND FUTURE ACTIVITIES

Objectives of the IDC	Accomplishments for	Possible activities for the
	2011.02 -2011.12	next 2 years (2012-2013)
Identify specific areas	Coffee is the second largest	Develop ways of
where greater	commodity in the world. We	disseminating findings
international exchange	have been conducting an	throughout the coffee
of information is	extensive participatory	producing world. Determine
needed, and develop	ergonomics project in	how the bag design, using
appropriate means for	Nicaragua to improve coffee	local materials, can be made
dialogue	harvesting practices for the	available on the internet
	workers and coffee farms.	without it being copyrighted
	Productivity testing with the	by some company for sale

Objectives of the IDC	Accomplishments for	Possible activities for the
	2011.02 -2011.12	next 2 years (2012-2013)
	newly developed harvesting	and the IEA no longer able to
	bags is underway	distribute the designs freely.
Promote ergonomics in	Executive committee	Continue working with
geographic regions where	members have attended	universities and ergonomics
particular support is needed	regional IEA affiliated	societies or groupings in
	conferences and congresses	developing countries to
	in industrially developing	increase ergonomics
	countries as well as	knowledge base and
	conducting train-the-trainer	dissemination
	workshops	
Expand and strengthen links	Wendy MacDonald has been	The WHO center in
with other international	working as a liaison between	Johannesburg South Africa is
bodies and form alliances	IEA and WHO, assisted by	interested in translating the
with affiliated societies	Barbara Silverstein. Marilyn	Guidelines into Swahili.
	Fingerhut is our primary	Follow-up is needed to support
	contact in WHO	the completion of this work.
	We distributed Ergonomic	Follow-up with contacts where
	Guidelines to all the WHO	we sent guidelines/checkpoints
	Centers in industrially	regarding how they used or
	developing countries.	distributed the materials would
	1 5	be informative for future
		dissemination of information.

Awards Committee Report 2009 - 2012 David Caple

Awards Committee Chair, Past President of the IEA

1. Mission of the Award Committee and objectives for 2009 – 2012.

In accordance with the IEA Strategic Plan, the mission of the Awards Committee is to promote the ergonomics discipline and to support the IEA through recognition of outstanding ergonomists/human factors professionals throughout the world.

The specific goals in the 2009-2012 period are to:

- maintain and support current IEA awards making process, proposing changes when necessary;
- enhance the involvement of IEA federated and affiliated societies in making nominations for the various awards.
- involve Editors of Scientific Journals to nominate candidates for the Liberty Mutual prize. It is to be reminded that awarding an individual for their achievements is not only an acknowledgement of the contribution of this individual to ergonomics, but a sign addressed to IEA Societies and to our worldwide community.

The table below presents the awards, their periodicity and the mode of selection of awardees.

	<u>Annual</u>	<u>Triennial</u>
Naminationa by Casistica	Fellow Award	Distinguished Service Award
Nominations by Societies		Outstanding Educators Award
		Award for promotion of ergonomics in industrially developing countries
		Ergonomics Development Award
	Liberty Mutual Medal	K.U. Smith Student Award
Selection by ad hoc committee		JOSE Best Paper Award
Presidential		President's award

As shown, except for the IEA Fellow Award and the IEA/Liberty Mutual Medal, IEA awards are granted

every third year.

Information on IEA Awards can be found on http://www.iea.cc/browse.php?contID=awards

2. Annual Awards

2.1 IEA Fellow Award

Nomination for IEA Fellows have been requested by the IEA President, Andy Imada to all Federated

Societies at the end of 2010.

When nominations are received, they will be considered by an IEA Committee of IEA Fellows.

This Committee is composed of all living IEA Fellows and then 50% of the Executive Committee. The

IEA Policy on Awards (Title 3, Article 9) state that :

The nominee's candidacy must be approved by two-thirds vote of the members of the Fellows Selections Committee. Those candidates so approved must be elected by a majority of the IEA Executive Committee.

2.2 IEA/Liberty Mutual Medal

The IEA/Liberty Mutual Medal in Occupational Safety and Ergonomics was instituted in 1998.

The award recognizes outstanding original research leading to the reduction or mitigation of workrelated injuries and/or to the advancement of theory, understanding, and development of occupational safety research.

Requirements for submission are:

- the paper should present original work, containing non-proprietary data, describing laboratory, field, or intervention research
- it may have been published in the preceding year or unpublished.
- it should be thirty pages or less (single-spaced using point size 12 with 1 inch margins)

The winner of the 2011 IEA/Liberty Mutual Medal in Occupational Safety and Ergonomics is the paper by Marie Ward, Nick McDonald, Rabea Morrison, Des Gaynor, and Tony Nugent. The paper, "A Performance Improvement Case Study in Aircraft Maintenance and its Implications for Hazard Identification," was published in and nominated by the journal Ergonomics. We extend our heartiest congratulations to the authors on receiving the most prestigious recognition in our field for this research. The authors will receive the award at the opening ceremony at IEA 2012. We thank the Liberty Mutual Research Institute for Safety for their generous support of this award and to the review committee, under the leadership of Mike Smith, for their careful examination of a highly competitive field of submissions.

The KU Smith Award encourages research and presentation by students at the Triennial IEA Congress. Due to the generosity of the Smith family and the investment of funds through their HFES, the IEA is now able to provide two awards in 2012. Each award is valued at US\$3,000 and the winners will have an opportunity to make a special presentation at the IEA Congress. The winners of the

KU Smith Award for 2012 were Baiduri Widanarko from Indonesia and Riley Splittstoesser from the USA.

1. Recognition for Individual Contributions

An important function of the International Ergonomics Association is to award formal recognition to members of Federated Societies who have made outstanding contributions to the field of ergonomics on an international level. All awards are presented during the IEA Triennial Congress. As prescribed by the Rules, Past President David Caple, served as Chair of the Awards Committee.

The Awards Committee, based upon nominations from federated societies, selects recipients for the first four awards listed below. The IEA President, who may receive nominations from the Council and Executive Committee, selects the IEA President's Award.

IEA Triennial Distinguished Service Award is presented to individuals for outstanding contributions to the promotion, development and advancement of the IEA.

IEA Triennial Outstanding Educators Award is presented to persons in recognition of outstanding contributions in the area of ergonomics education for having: developed ergonomics education programs; produced new methodology and/or materials for teaching ergonomics; and graduated persons who have become outstanding ergonomists.

IEA Triennial Award for Promotion of Ergonomics in Industrially Developing

Countries is given to a person(s) who has made significant and outstanding contributions to the development of infrastructure of ergonomics in an industrially developing country. This may be manifested through development of teaching/training programs, implementation of ergonomics design in industry, development of R&D programs, organization of ergonomics professionals, and extensive collaboration with international bodies such as the United Nations.

IEA Triennial Ergonomics Development Award is presented to persons who have had an international impact on ergonomics in terms of making a contribution or development which: significantly advances the state of the art of existing ergonomics sub-specialty; opens up a new area of ergonomics research and/or application.

IEA Triennial President's Award is presented to persons who have made outstanding contributions to ergonomics or the furthering of ergonomics, and whose contribution does not clearly fall into one of the other award categories. Persons qualifying for this award do not necessarily have to be ergonomists. Nominations may come from the IEA Council or the IEA Executive Committee. Final approval of this award rests with the IEA President.

1.1 Triennial Award Recipients - 2009 - 2012

IEA Triennial Award for Distinguished Service – Pascale Carayon

IEA Triennial Award for Ergonomics Development – Hal Hendrick

IEA Triennial Award for Outstanding Educator – Raja Parasuraman

IEA Triennial Award for Promotion of Ergonomics in Industrially Developing Countries

- Kamiel Vanwonterghem

IEA Triennial Presidents Award – Ernst Koningsveld

1.2 IEA Fellow Award

The IEA Fellowship Award is given to recognize extraordinary or sustained, superior accomplishments of an individual. To be considered for a fellowship two eligibility criteria must be satisfied. In addition, the candidate's distinction as an ergonomics professional must be demonstrated.

New IEA Fellows -2009 - 2012

Jörgen Eklund

Frida Fischer

Valerie Gawron

Roger Haslam

Wendy Macdonald

Clas-Håkan Nygård

Eric Min-Yang Wang