

MINUTES
2024 MEETING OF THE IEA COUNCIL

24th and 25th August, 2024
International Convention Centre, Jeju, Korea

Executive Committee (EC) Attendees

- **Officers:**

Jose Orlando Gomes, President (JOG)
Maggie Graf, Vice-President and Secretary General (MG)
Thomas Alexander, Vice-President and Treasurer (TA)

- **Standing Committee Chairs and other members (non-voting):**

Nancy Black, Science, Technology and Practice Chair (NB)
Jonathan Davy, Communication and Public Relations Chair (JD)
Takeshi Ebara, Professional Standards and Education Committee Chair (TE)
Anindya Kumar Ganguli, International Development Chair (AKG)
Takashi Kawai, Information and Communication Technology Ad Hoc Committee Chair (TK)
Kathleen Mosier, Past-President and Awards Chair (KM)
Elina Parviainen, Development and Promotions Chair (EP)
Andrew Thatcher, Future of Work Task Force Chair (ATH)
Andrew Todd, Strategy Development and Implementation (ATO)
Myung Hwan Yun, IEA2024 Congress Chair (MHY)
Shinichi Fukuzumi, Advisory Group on Standardisation (SF)

Staff: Aleksandra Gamper, IEA Administration Officer (AG)

IEA Council Members (non-voting):

Representatives of IEA Networks

- Frederick Tey - Asian Council on Ergonomics and Design (ACED)
- Paolo Antonio Barros Oliveira - Latin American Union of Ergonomics (ULAERGO)
- Ng Yee Guan - South East Asian Network of Ergonomics Societies (SEANES)
- Nelson Ekechukwu - Ergo Africa - online
- Bernard Michez - Federation of European Ergonomics Societies (FEES)
- Rauf Iqbal - Federation of Brazilian, Russian, Indian, Chinese and South African BRICS+ Network -

Presidents of IEA Affiliated Societies

- Juan Castillo - Colombian Association of Research Ergonomists (CARE) - online
- Kazutaka Kogi - Human Ergology Society of Japan

Invited guest participants:

- Becky Charles - co-Chair of IEA2027

- IEA Council Members (voting):

Country	Federated Society Name	No of votes ¹	Council Representative(s) Present	Attendance (stand 3.6.24)
Algeria	Algerian Association of Ergonomics, AAE	(1)	Hamou Boudrifa	Membership suspended
Argentina	Asociación de Ergonomía Argentina, ADEA	1	Martin Rodriguez	In person
Australia	Human Factors and Ergonomics Society of Australia, HFESA	1	Valerie O'Keefe	In person
Austria	Österreichische Arbeitsgemeinschaft für Ergonomie	1	Michael Wichtl	Proxy TA
Belgium	Belgium Ergonomics Society, BES	1	Alain Piette	Proxy MG
Brazil	Associação Brasileira de Ergonomia, ABERGO	2	Paolo A. Barros Oliveira Lucy Mara Bau	In person
Bulgaria	Bulgarian Association of Ergonomics and Human Factors (BAEHF)	1	Tihomir Dovramadjiev	online
Canada	Association of Canadian Ergonomists/ Association canadienne d'ergonomie, ACE	2	Kahle Heather Danielle Lemay	In person In person
Chile	Sociedad Chilena de Ergonomía, SOCHERGO	1	Jeisy Cofré Figueroa	In person
China	Chinese Ergonomics Society, CES	3	Wei Zhang Ruifeng Yu Fu Guo	In person In person In person
Colombia	Sociedad Colombiana de Ergonomía, SCE	1	Sandra Liliana Joaqui	online
Croatia	Croatian Ergonomics Society	1	Jasna Leder Horina	Proxy Jeisy Cofré
Czech Republic	Czech Ergonomics Society, CzES	1	Lukáš Šoltys	Proxy JOG
Ecuador	Asociación Ecuatoriana de Ergonomía, AEERGO	1	Janeth Jimenez Rey	Proxy Jeisy Cofré
France	Société d'Ergonomie de Langue Française, SELF	1	Rafael Weissbrodt	In person
Germany	Gesellschaft für Arbeitswissenschaft, GfA	2	Verena Nitsch Rolf Ellegast	In person In person
Greece	Hellenic Ergonomic Society	1	Dimitris Nathanael	Proxy MG
Hong Kong	Hong Kong Ergonomics Society	1	Ameersing (Yan) Luximon	In person
Hungary	Hungarian Ergonomics Society	1	Gyula Szabó	In person

¹ () Indicates vote not counted as neither present nor proxy received.

India	Indian Society of Ergonomics	2	Debkumar Chakrabarti Rauf Iqbal	In person In person
Indonesia	Perhimpunan Ergonomi Indonesia, PEI	2	Dr Ardiyanto	In person
Iran	Iranian Ergonomics Society, IES	1	Mostafa Pouyakian	Proxy MG
Ireland	Irish Ergonomics Society, IES	1	Marie Ward	Proxy MG
Israel	Israel Ergonomics Association	1	Yakir Yaniv	In person
Italy	Società Italiana di Ergonomia, SIE	1	Tommaso Bellandi	In person
Japan	Japan Ergonomics Society, JES	3	Masaaki Mochimanu Takashi Toriizuka Takashi Shibata	In person In person In person
Republic of Korea	Ergonomics Society of Korea, ESK	3	Myung Hwan Yun Inseok Lee Taezoon Park	In person In person In person
Latvia	Latvijas Ergonomikas Biedriba	1	Henrjs Kalkis	Proxy MG
Malaysia	Human Factors and Ergonomics Society of Malaysia (HFEM)	1	Ng Yee Guan/Shamsul Bari	In person
Mexico	Sociedad de Ergonomistas de Mexico A.C., SEMAC	2	Aidé Aracely Maldonado Enrique de la Vega	Proxy JOG Proxy Martin Rodrigues
Netherlands	Human Factors NL	1	Marijke Melles	In person
New Zealand	Human Factors and Ergonomics Society of New Zealand (HFESNZ)	1	Stephven Kolose	In person
Nigeria	Ergonomics Society of Nigeria	1	Nelson Echezona Ekechukwu	online
Nordic Countries	Nordic Ergonomics Society, NES	1	Denis Coelho	Proxy EP
Peru	Sociedad Peruana de Ergonomía, SOPERGO	1	Andrés Arce Guadalupe	Proxy Martin Rodrigues
Philippines	Human Factors and Ergonomics Society of The Philippines	1	Jennifer Alma Gutierrez	In person
Poland	Polskie Towarzystwo Ergonomiczne, PTErg	1	Beata Mrugalska	Proxy MG
Portugal	Associação Portuguesa de Ergonomia, APERGO	1	Therese Cotrim	Proxy MG
Romania	Romanian Ergonomics and Workplace Management Society (ErgoWork)	1	Anca Draghici	Proxy MG
Russia	Inter-Regional Ergonomics Association, IREA	(1)		Not operating
Serbia	Ergonomics Society of Serbia, ESS	1	Aleksandar Zunjic	Proxy Gyula Szabo
Singapore	Human Factors and Ergonomics Society of Singapore, HFESS	1	KC Yong	In person
Slovakia	Slovak Ergonomics Association	1	Martina Gašová	Not attending

South Africa	Ergonomics Society of South Africa, ESSA	1	Jonathan Davy	In person
Spain	Asociación Española de Ergonomía, AEE	1	Gustavo A. Rosal Lopez	Proxy JOG
Switzerland	Swiss Ergonomics Society	1	Yvonne Straub	Proxy MG
Taiwan	Ergonomics Society of Taiwan, EST	1	Ray F. Lin	In person
Thailand	Ergonomics Society of Thailand	1	Sooth Sriboorapa	In person
Tunisia	Tunisian Ergonomics Society, STE	1	Amira Omrane	Proxy JOG
Turkey	Turkish Ergonomics Society	1	Serpil Aytak	In person
Ukraine	All-Ukrainian Ergonomics Association	(1)	Oleksiy Reva	Not operating
United Kingdom	Chartered Institute of Ergonomics and Human Factors, CIEHF	3	Bob Bridger Amanda Widdowson Ben Peachey	Proxy BP Proxy BP In person
United States	Human Factors and Ergonomics Society (HFES)	3	Camille Peres Carolyn Sommerich Susan Kotowski	Proxy KM Proxy JOG Proxy KM
Uruguay	Asociación Uruguaya de Ergonomía, AUDERGO	1	Silvia Diaz Furtado	Proxy Martin Rodrigues
Venezuela	Asociación Venezolana de Ergonomista	1	Rafael Gonzalez	Proxy JOG
TOTAL SOCIETY VOTES	potential counted	63		
OFFICERS		(1)	Jose Orlando Gomes, President	
		1	Margaret Graf VP/Secretary General	
		1	Thomas Alexander, VP/ Treasurer	
Total Officer Votes	Counted (+1 potential)	2		
TOTAL VOTES	potential	66	Present or proxy	
	Quorum for all voting items except By-laws = 1/3	22	Quorum for changes to By-laws = 2/3	44

Day 1

Agenda item	Person	Notes
Registration 8:00 am		
8:30 – 8:35 1. Welcome	JOG, MG, MY	Welcoming speeches
8:35 - 8:40 2. Approval of Agenda	MG	VOTE 1 (hand raising) Agenda was approved unanimously.
8:35– 8:40 3. Minutes of 2023 Meeting	MG	Reminder: The 2023 draft meeting minutes were provided to Council following the meeting. The document was edited according to feedback, and a final version approved by the officers in accordance with IEA Operating Procedures.
8:40 – 8:45 4. Check of Quorum and voting procedures	MG	NB and AKG volunteered to count the attendees to ensure the quorum for voting. Note: As there is a vote on changes to the By-Laws the Quorum for this item is 2/3 of the members (44 votes) – in person and by proxy form.
8:45 – 09:00 5. Introductions	Council Members, EC members and guests	The Council members and EC members introduced themselves: name and Society/Network they represent, Starting with those present, then those online. MG encouraged to read the submitted reports in the member's area of the website. Wei Zhang, Debkumar Chakrabati, Rauf Iqbal, Ruifeng Yu, Andrew Thatcher, Jonathan Davy, Andrew Todd, Martin Rodrigues, Rolf Ellegast, Shamsul Bari, Paulo Antonio Oliveira, Shin Fukuzumi, Takeshi Ebara, Takashi Kawai, Takashi Shibata, Ray Lin, Yaki Yaniv, Inseok Lee, Tazoon Park, Gyu Kwan, Jane, Myung Yun, ESK president, Tommaso Bellandi, Stephven Kolosi, KC Yong, Frederick Tey, Jeisy Figuera, Gyula Szabó Danielle Lemay, Heather Kahle, Valerie O'keefe, Rafael Welssbrodt, Ben Peachy, Elina Parviainen, Nancy Black, Anindya Ganguli, Kathleen Moiser. Online. Angela Tellez (Colombia), Yvonne Straub (Switzerland).

<p>09:00 – 09:15 6. President's Report</p>	<p>JOG</p>	<p>JOG praised the hosts of the Congress and wished a successful conference, greeted council representatives, expressed gratitude to the Executive Committee, and network representatives.</p> <p>JOG referred to the Triennial report as a document describing the main achievements of the previous years.</p> <p>JOG talked about the EC projects, giving an example of the development of graduate programs in Latin America, Africa, and Asia. JOG reported on reaching out activities, and publication activities. JOG encouraged IEA Federated societies to participate in the TC activities and Standing Committee activities to further promote HFE.</p> <p>Note: All Officer reports have been integrated into the IEA Triennial Report.</p> <p>Ref 1. President's report Chapter 1 of the Triennial Report</p>
<p>09:15 – 09:40 7.</p>	<p>MG</p>	<p>MG presented the VPSG report. Ref 2. Sections 11.2-11.4 of the Triennial Report</p> <p>MG talked about the process of reporting to the Council, the structure of IEA Executive Committee, focusing on the role of each Standing Committee, encouraging to join the Technical Committees and describing the goals of the current ad hoc committees. MG reported on the IEA membership state, covering four categories of membership (Federated Societies, Affiliated Societies, IEA Networks and Sustaining Members). MG reported on the corporate image project, revision of By-laws and Operating Procedures, changes in the reporting system and the structure of the Triennial report.</p>
<p>8. Treasurer's Report 09:40 – 10:20</p>	<p>TA</p>	<p>TA presented Financial Report. Ref 3. Chapter 4 of the Triennial Report</p> <p>TA reported on the financial state in 2023, giving the assets and liabilities numbers and showing that IEA's equity increased. TA then gave details on the revenues and expenditures in 2023, comparing it to the forecast for the years 2023-2024.</p>

		<p>TA talked about the specifics of the accounting system and confirmed the receipt of the Auditors' Report.</p> <p>VOTE 2: Approval of the Auditors' Report and exoneration of the officers (<i>hand raising</i>)</p> <p>Rolf applied for the exoneration of the officers.</p> <p>Before the vote council members were invited to discuss.</p> <p>Discussed:</p> <ul style="list-style-type: none"> • Rounding numbers. • The amount of the investment in the reserve. <p>TA directed the members to the third part of the report which answers the questions in detail.</p> <ul style="list-style-type: none"> • Gyula Szabó asked if an Auditor can be from a non-active society. <p>The Council representatives concluded that the Auditors did not have to be a member.</p> <ul style="list-style-type: none"> • The Council representatives discussed IEA's support of new members and if it could terminate the membership. <p>TA reminded that there were no financial contributions to the new members. IEA supports the societies by providing information and expert support. It also provides cheaper participation and advertising of the events.</p> <ul style="list-style-type: none"> • Danielle Lemay asked if an Auditor had to be a registered accountant. <p>TA confirmed that, according to the Swiss law, auditors do not need to be registered accountants.</p> <p>Officers were declared exonerated.</p> <p>VOTE 3: Appointment of auditors for 2025 (<i>hand raising</i>)</p> <p>The Council agreed to delay this vote until meeting on August 25.</p> <p>TA continued his report with the details on the assets and liabilities (interim), revenues and expenditures for the year 2024, and the forecast for 2024/2025. TA referred to the Triennial report that demonstrates the long-term trends of the IEA financial situation.</p>
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		<p>TA presented the visualization of the revenue and expenditure sources. He also highlighted that the dues from the sustaining members were growing, while the dues from the federated societies were stable. TA concluded with the outlook of the IEA financial operation, giving it a positive assessment and stressing the importance of the cash reserve gained to ensure sustainability of the organization in the future.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> • Ben Peachy suggested to develop a reserve policy to clearly define its goals and calculations. • Tommaso Bellandi pointed out the need to expand the investment policy: mentorship programs, awards, agreement to the publishers, be more courageous in social media to attract the younger audience online and in presence, more focused conferences. <p>TA replied that IEA was investing a lot in meetings and outreach which allowed to gain a return of investment by getting more members. TA assured that IEA would think about expanding investment directions in the future.</p> <ul style="list-style-type: none"> • Shamsul Bari asked about fixed investment, grants from industrial companies, available IEA funds open for young researchers and the improvement of community and society. <p>TA reminded about the ILO /WHO grants for joint publications. He also mentioned that IEA did not have staff to do research and that IEA should be careful with grants from companies to remain unbiased. IEA's goal is to link experts with each other.</p> <ul style="list-style-type: none"> • TA also discussed the measurement of impact. It is hard to count the impact, as there is a lot of time involved in work that must be counted as investment. TA assured that the EC is working on determining a system to allow IEA to better calculate impact. <p>JOG reminded that the issue of declining memberships was highlighted in Paris in 2013 and it had to be solved. IEA does not want to compete with the national societies, but it would like to strengthen the local activities. He gave an example</p>
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		of an impact: the PhD program created with the IEA support that allowed students to receive scholarships from other countries to travel and present or to get a degree.
10:30 – 10:50	BREAK	
10:50 - 11:05 9. Council introduction	Council introduction	Council introduction: Jennifer Alma Gutierrez, Philippines, Ng Yee Guan, Malasia.
11:05 – 11:20 10. Overview of Strategic Policy and P2DT Tool	ATO	<p>ATO reported on the results of the PD committee's work. Ref 4. Chapter 5 of the Triennial Report</p> <p>ATO talked about the role of the committee and its goal to ensure that IEA is achieving its mission. ATO stressed the importance of moving from a silo approach to a collaborative effort to address identified problems. ATO presented the Participatory Project Design Toolkit approach adopted by the previous boards and used by the EC during the past several years. He reported on the new reporting structure developed by the committee. He then presented an example of an educational project that had led to the growth of the number of educational programs around the world. ATO concluded with the outcomes of the committee's activities, such as integration of standing committees' activities, appointment of regional co-chairs, development of new educational programs and a new reporting structure.</p>
11:20 – 12:05 11. Reports on stakeholder engagement - society membership - communication with stakeholders -awards	<p>AKG - 6.1. JD – 6.3</p> <p>KM – 6.4</p>	<p>MG reminded that all Committee reports had been integrated into the IEA Triennial Report and encouraged the Council to read the Triennial report to explore the new structure.</p> <p>AKG gave an overview of the report presented in detail in the Triennial report. Ref 5. Section 6.1.3 of the Triennial Report</p> <p>He recognized the contribution of the co-chairs who had ensured the success of the committee's projects. AKG defined the mission of the committee and reported on the projects undertaken in Latin America, North America, Central America, Africa, Asia, Middle East, and Europe. AKG informed the Council about the</p>

		<p>collaborative activities between the International Development (ID) and Professional Standards and Education (PSE) committees, defining the needs, stakeholders and benefits of the ongoing projects, and future activities.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> • Ben Peachy asked about the strategy around the creation of national societies. He noted that some existing members are in poor financial standing and encouraged the Council to think about the future sustainability of the profession. AKG confirmed that there was no target number of new societies. The committee’s goal was not only to increase the number of members but also to support the sustainability of member societies. KM reminded everyone that Y. Fujita had introduced the idea of networks as an additional support for the societies. <p>JD gave a presentation on the IEA Communications. Ref 6. Section 6.3 of the Triennial Report</p> <p>JD outlined the IEA's needs in communications and social media. JD detailed the elements of the communications project: NewsBriefs, social media, Constant Contact. He identified internal and external stakeholders and presented achievements such as regular news briefs and activity on social media. JD then outlined limitations and areas for further improvement, including leveraging MOUs, introducing new social media technologies, and enhancing engagement with the early career community. JD then provided recommendations for future activities.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> • Discussed the importance of strategically incorporating more social media platforms, such as TikTok and Instagram. JD recommended that the next chair define and focus on the target audience and employ relevant platforms, considering that different regions of the world use different media.
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		<ul style="list-style-type: none"> • Federated societies were asked to tag IEA on social media. • Agreed that paid promoting and targeting activity in Facebook and LinkedIn should be considered. • Discussed the definition of ‘early career’ researchers/practitioners and agreed to consider including individuals who are switching careers. <p>KM reported on the activities of the awards committee. Ref 7. Section 6.4 of the Triennial Report</p> <p>KM described the awards project and explained when the award ceremonies would be held during IEA2024. KM then detailed the nomination and evaluation processes, covering the criteria for evaluation and identifying the issues that hinder the processes. She also discussed communication and collaboration with UN agencies, namely the ILO and WHO, with whom she led the production of two documents. KM emphasized the importance of individual trust in such collaborations. She inquired about the availability of videos on patient safety that could be used for a joint WHO/IEA video and expressed hope for the continuation of collaboration with WHO until the end of the agreement.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> • The goal of MOUs, e.g. with the Pharmacovigilance organization and whether any joint activities were undertaken. KM explained that MOUs ensure mutual promotion, such as in IEA Newsbriefs. • Development of a system to ensure continuity of the collaboration that extends beyond personal connections (ex., contact with ESQUA was lost when the liaison retired). Agreed that a proper handover was important. • It was suggested that individual experts provide updates on the website to keep the community informed.
12:40 – 13:45	LUNCH	

12. 13:45-14:00	Council representatives	<p>Request to take part in a study on back pain from ATO and Abigail du Plessis.</p> <p>IEA2024 Special Program chair, Taezoon Park, expressed gratitude to all the participants.</p> <p>Council introduction: Marijke Melles, Netherlands, Verena Nitsch, GfA</p>
14:00 – 14:25 13. Reports from Networks	Representatives from FEES, ErgoAfrica, ACED, SEANES, ULAERGO, BRICSplus	<p>Networks reports. Ref 8. Chapter 7 of the Triennial Report</p> <p>Ng Yee Guan, representing SEANES, reported on the progress of the network.</p> <p>Rauf Iqbal, representing BRICSplus, reported on the conferences and multiple events held by the network to promote HFE in the region.</p> <p>Andrew Thatcher, representing ErgoAfrica, reported on the network’s activities over the past year.</p> <p>Martin Rodriguez, representing ULAERGO, gave a report on the achievements, challenges, and weaknesses faced by the countries in the region, along with the initiatives proposed to address these issues.</p> <p>Frederick Tey, representing ACED, reported on the acceptance of new members, activities carried out by network members, and conferences held.</p> <p>Gyula Szabó, representing FEES, reported on the network’s collaborative activities, its main projects, and priorities for future development.</p>
14:25 – 15:35 14. Reports on activities of committees - IEA2024 - Science, Technology and Practice - Education, Certification and Professional Standards	MHY NB TE	<p>MHY reported on the progress of the IEA2024 preparations. Ref 9. Section 8.1.1 of the Triennial Report</p> <p>MHY recommended consulting the website for all relevant information and presented key statistics regarding different groups of registrants. MHY invited everyone to attend the opening receptions and the banquet and explained where the sessions would be held. Additionally, MHY shared insights about the</p>

		<p>challenges faced during the organization of IEA2024.</p> <p>NB reported on the developments of the Science, Technology, and Practice (STP) committee, acknowledging the contributions of the co-chairs, Rosemary Seva and Karen Morales. Ref 10. Chapter 8 of the Triennial Report</p> <p>NB discussed the committee's mission and value-added topics, and outlined the challenges and achievements related to the STP's work on event endorsements, TC support, TC webinars, and publications. NB also requested that Council representatives encourage their society members to join IEA TCs, watch the webinars, and distribute available publications, especially the two <i>Ergonomics in a Nutshell</i> publications.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> • Jeisy Cofre inquired about TCs covering the topics of diversity and inclusion. NB reminded the group that there are the Ergonomics and Design for All, and Gender and Work TCs. • Rafael Weissbrodt brought up an issue of passive TCs and volunteered to contact some of them. NB informed that some passive TCs were not responding. Agreed to discuss the issue later. <p>TE presented an update on the progress of the Professional Standards and Education (PSE) committee. Ref 11. Chapter 9.1 of the Triennial Report</p> <p>TE reported on the committee's activities, including the development of a new PhD program in Latin America and the Caribbean, a collaborative project (JES/CPEJ/CNAM/IEA) to develop a training program, a master's program in Italy, and the HFE educational map.</p>
15:35 -15:50	BREAK	
15:50 – 16:10 15. Reports on relationships with external partners	MG SF	Maggie presented a list of collaborations. Ref 12. Chapter 10 of the Triennial Report

<p>- International Standardization Organization</p>		<p>A report on the activities of the Standardization ad hoc committee was presented and discussed. Ref. 10</p> <p>SF talked about the mission/role of the Advisory Group on Standardization (AGS), relevant stakeholders, potential benefits, and activities of the group. SF proposed some projects to meet the defined needs of the group and presented a three-year plan of future activities, such as submitting IEA comments to ISO TC159 and transmitting information about international standardization related to HFE. Ref 13. Section 9.2 of the Triennial Report</p>
<p>16:10 – 16:50 16. Report on IEA Infrastructure Development</p> <ul style="list-style-type: none"> - Triennial Congress Model - IEA Website - Corporate Image, review of By-laws and Operating Procedures, Sustainability Project 	<p>EP</p> <p>TK</p> <p>MG</p>	<p>EP reported on the advancements of the Development and Promotion committee. Ref 14. Section 11.1 of the Triennial Report</p> <p>EP explained the origins of the project and its initial goals. The Triennial Congress was defined as the vehicle to achieve all IEA goals, and the Congress Model (CM) was presented as a tool to improve congress management. EP reported on the outcomes and noted that further improvement of the digital version, such as visualization, requires more resources. She also stressed that the work of the new EC with the next congress hosts needs to continue and defined outstanding needs, namely clarification of communication procedures, content, financial management, and the definition of the EC's role in relation to the congress. EP concluded by showing the table of contents of the CM and encouraging everyone to familiarize themselves with the document.</p> <p>TK gave a presentation about the ad hoc committee's work on the website redesign, the implementation of the new corporate image, the enhancement of the members' area, and the introduction of the online voting function. TK then shared some recommendations for further improvements. Ref 15. Section 11.5 of the Triennial Report</p>
<p>16:30 – 17:30 17. Voting items</p>	<p>MG</p>	<p>VOTE 4: Federated Society membership application from Ergonomics Association of Panama (ANAERGO).</p>

		<p>The application was approved by three IEA representatives and was recommended for the Council approval.</p> <p>By a vote of 64 the Ergonomics Association of Panama (ANAERGO) was accepted as a Federated Society of IEA.</p> <p>VOTE 5: Update of IEA By-laws</p> <p>MG explained the need for the changes to the By-laws and provided details about the proposed modifications. MG and TA also clarified the legal requirements concerning the changes to the By-laws.</p> <p>With a vote of 64 to 2 (one negative, one abstention), the update of the IEA By-laws was approved by the Council.</p> <p>VOTE 6: New Operating Procedure – “Executive Committee”</p> <p>MG explained that operating procedures (stored on the website) were to guide day-to-day operations of the organization. MG explained the purpose of the new “Executive Committee” OP.</p> <p>With a vote of 66 to 0, the new Operating Procedure titled "Executive Committee" was approved by the Council.</p> <p>VOTE 7: Update of OP – “Supported Congresses”</p> <p>With a vote of 62 (0 against, 4 abstained), the update of OP “Supported Congresses” was approved by the IEA Council.</p>
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18:00 Council dinner hosted by IEA

Day 2

August 25, 2024		
8:00 AM Call to Order		
08:10 – 08:30 18. Report on Future Focus of HFE	ATH	<p>Report on Future Focus of HFE. Ref 16. Chapter 12 of the Triennial Report</p> <p>ATH discussed the aims of the Future of Work Committee as defined for the years 2022-2024. He presented a list of proposed projects and explained their outcomes. He spoke in detail about webinars given by prominent and emerging E/HF community members, as well as events aimed at consolidating and disseminating the gained knowledge among members. He also reported on the special issue in <i>Applied Ergonomics</i>, curated by Wei Zhang and himself. ATH then offered recommendations for the future of work project in IEA.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> JOG suggested that federated societies use the HFE toolkit to analyze their own research areas and envision the future of the profession. <p>Council introduction: Sooth Sriborapa, Thailand.</p>
08:30 – 09:00 19. Elections of officers for period of 2024-2027	MG	<p>Election of officers for the next three years: MG announced that one person had applied for each position. MG invited council members to apply for the positions, but there were no additional applications from the floor.</p> <p>ATH delivered a speech as a candidate for the presidency, confirming his willingness to serve the association. He also expressed support for the candidates for Treasurer and Secretary General, Thomas Alexandr and Nancy Black, respectively.</p> <p>VOTE 8: Election of the IEA President for the 2024-2027 term</p> <p>With a unanimous vote of 63, Andrew Thatcher was elected as the IEA President for the term 2024-2027.</p>

		<p>Nancy Black delivered a speech as a candidate for the position of Vice President/Secretary General.</p> <p>VOTE 9: Election of the Vice President/Secretary General for the period of 2024-2027.</p> <p>With a unanimous vote of 63, Nancy Black was elected as the IEA Vice President/Secretary General for the term 2024-2027.</p> <p>VOTE 10: Election of the Vice President/Treasurer for the period of 2024-2027.</p> <p>With a unanimous vote of 63, Thomas Alexander was reelected as the IEA Vice President/Treasurer for the term 2024-2027.</p> <p>VOTE 11: Approval of Rolf Ellegast and Kathy-Lynn Shaw as Auditors for 2025.</p> <p>By a unanimous vote of 63 Rolf Ellegast and Kathy-Lynn Shaw were approved as Auditors for 2025.</p>
<p>9:00 -09:30 20. Preparations for IEA2027</p>	<p>BP, Becky Charles (BC)</p>	<p>BP and BC gave a presentation about the IEA 2027 planning. Ref 17. IEA 2027 update</p> <p>BP and BC introduced the CIEHF strategy, defining core audiences and emphasizing that IEA2027 is targeting academics, business leaders, and professionals to help them understand how HFE can serve their needs. BP and BC identified key stakeholders and priority sectors and invited council members to share contacts of industry representatives. The themes for IEA2027 were defined as follows: AI, Automation, Sustainability, and Health & Wellbeing. BP and BC also reported on the 2024 activities for IEA2027 and presented a promotional video.</p> <p>Discussed:</p> <ul style="list-style-type: none"> • Accommodation. • Number of days and tentative dates. • Partners. • Sectors, TCs that are specializing in certain sectors.

		<ul style="list-style-type: none"> • Attracting people from global south – dates and logistical issues. • Cooperation with governmental and non-governmental organizations, unions and employers. • Prices in London and categories of participants that will need to have special rates and affordable accommodation to allow them to come. • Patient associations, employers and unions. • Website – one-page website is ready. • Regulatory bodies. • Cooperation with HSI INCOSE. • Scholarship for students. Work with the secretariat was mentioned as an option for international and local students. <p>Council introduction: Ardiyanto, Indonesia, Juan Carlos Velasquez, Colombia</p>
<p>09:30 -09:50</p>	<p style="text-align: center;">BREAK</p>	
<p>10:00 – 12:00 21. Workshops – Recommendations for the Future</p>	<p>MG</p> <p>ATH, EP, NB, AKG, Council Members</p>	<p>MG encouraged all Council members to submit their Federated Society reports and provided instructions on the report form, explaining the rationale behind its questions.</p> <p>ATH introduced the topics for the workshops, reported on the IEA activities related to the defined topics, and identified the main challenges. Four topics were then suggested to the Council for discussion. Ref.</p> <p>Workshop 1. Promoting membership in societies and recruiting retaining early career members.</p> <p>Workshop 2. Society development strategies and engagement of (external) stakeholders.</p> <p>Workshop 3. Promoting education.</p> <p>Workshop 4. Expectations about IEA activities.</p> <p>The Council members were invited to discuss the proposed topics in four groups.</p>

		<p>Rafael Weissbrodt, Verena Nitsch, Rolf Ellegast, and Heather Kahle presented the conclusions of their respective group's discussions.</p> <p>MG requested the submission of the discussion summaries.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> Tommaso Bellandi recommended providing guidance and books to consolidate all the knowledge produced by the IEA. <p>Themes suggested for further development by societies:</p> <ul style="list-style-type: none"> Maintaining membership in mature societies: Attracting young members (GfA contribution, CIEHF, HFES) Technical and research support (Colombia, Nigeria) Informal Work (Mexico)
12:00 – 13:00	LUNCH	
13:00 – 14:00 22. Choice of venue for IEA2030	MG Heather Kahle (HK), Danielle Lemay (DL)	<p>VOTE 12: Choice of a host society with a planned venue for IEA2030.</p> <p>HK and DL delivered a speech to support the application of the Association of Canadian Ergonomists (ACE) to become a host society for IEA2030.</p> <p><u>Discussed:</u></p> <ul style="list-style-type: none"> Accessibility of the venue. Accommodation. Registration option for students, IEA members, and publication possibilities. Timeline. Recommended to open the registration a year before the event. Weather conditions. In August the weather is favorable. <p>By a vote of 58 to 3 Association of Canadian Ergonomists (ACE) was selected as the host society for IEA2030 with the venue in Edmonton, Canada.</p>
14:00 -14:15 23. Next Council meeting and matters related to it	MG	<p>Next Council Meeting, 2025.</p> <p>MG invited proposals for the next Council Meeting venue. Hosts were encouraged to take</p>

		<p>advantage of the opportunity to combine the meeting with local workshops, seminars, or round tables. The incoming executives will decide where the event will be held.</p> <p>The Chinese Ergonomics Society (CES) proposed hosting the next Council meeting, and the Council approved the venue.</p>
<p>14:30 -14:45 24. Approval of formal resolutions of meeting</p>	MG	<p>VOTE 13: Approval of the Council representative to sign the formal minutes of the meeting.</p> <p>By a unanimous vote the Council approved Frederick Tey as 2024 Council representative and signer of the formal minutes.</p>
<p>14:45 -15:00 25. Adjournment</p>	JOG	<p>Closing of the meeting. The meeting was adjourned at 15:00</p>

17:00 -19:00 Welcome Reception hosted by IEA2024

- Ref 1. Chapter 1 President's report
- Ref 2. Section 11.2 Sustainable Operations Project
- Ref. 3 Chapter 4 Financial Report
- Ref 4. Chapter 5 Overview of Strategic Policy 2021-2024
- Ref 5. Section 6.1.3 International Development
- Ref 6. Section 6.3 Communicating with Stakeholders
- Ref 7. Section 6.4 Awards for outstanding work
- Ref 8. Chapter 7 IEA Networks
- Ref 9. Section 8.1.1 Preparations for IEA2024
- Ref 10. Chapter 8 Science, technology, and practice
- Ref 11. Chapter 9.1 Education - Academia and IEA Relationships
- Ref 12. Chapter 10 Relationships with external partners
- Ref 13. Section 9.2 Certification and Professional Standards
- Ref 14. Section 11.1 Development of the Triennial Congress Model (CM)
- Ref 15. Section 11.5 IEA Website
- Ref 16. Chapter 12 Future focus of HFE
- Ref 17. IEA 2027 update

For references see *Triennial Report of the International Ergonomics Association 2021-2024*