



# IEA

International Ergonomics &  
Human Factors Association

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# SURVEY FOR THE INTERNATIONAL ERGONOMICS AND HUMAN FACTORS ASSOCIATION

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*Professional Standards and Education Committee*



# PURPOSE OF THE SURVEY & ACKNOWLEDGEMENT

This survey was developed to obtain structured input from Human Factors and Ergonomics (HFE) societies worldwide concerning their current challenges, available resources, and perceived opportunities for collaboration. Its objective was to deepen the understanding of how international cooperation may reinforce the HFE profession and support its continued advancement.

The authors would like to thank the members of the International Ergonomics and Human Factors Association (IEA) who participated in the survey and shared their insights. They also acknowledge the contributions of the IEA Professional Standards and Education Committee, whose input informed the design and refinement of the survey. In addition, the authors appreciate the guidance provided by the members of the IEA Executive Committee, whose feedback supported the development of this report.

# SURVEY FOR THE INTERNATIONAL ERGONOMICS ASSOCIATION

## *Overview:*

- I. Survey Overview
- II. Initial Insights and Key Themes
- III. Collaboration Opportunities
- IV. Next Steps

# SURVEY OVERVIEW

The survey was divided in different key sections:

- 1) **General Information:** Identifies the name, location and membership size of each society
- 2) **Challenges and Concerns:** Explores major issues such as member recruitment, financial stability and access to resources.
- 3) **Educational Resources:** Assesses the types of learning materials offered and the willingness to share or adopt resources across societies.
- 4) **Mentorship and Support:** Investigates existing mentorship programs and interest in international mentoring initiatives.
- 5) **Future Collaboration & Needs:** Highlights areas where societies seek additional support and their openness to joint activities.
- 6) **Final Thoughts:** Captures broader reflections on global challenges and suggestions for the International Ergonomics Association.

This structured approach enables a comprehensive understanding of both local and global dynamics within the HFE field.

# SURVEY PARTICIPANTS

HFE SOCIETIES	REGION
Italian Society of Ergonomics and Human Factors (SIE)	Italy
Human Factors and Ergonomics Society of Australia (HFESA)	Australia
Turkish Ergonomics Society	Türkiye
Human Factors and Ergonomics Society Malaysia (HFEM)	Malaysia
Inter-Regional Ergonomics Assosication (IREA)	Russia
Hellenic Ergonomics Society (HES)	Greece
Brazilian Association of Ergonomics and Human Factors (ABERGO)	Brazil
CIEHF	UK
Ergonomics and Human Factors Society Sweden	Sweden
Irish Human Factors and Ergonomics Society (IHFES)	Ireland
Belgian Ergonomics Society (BES)	Belgium
Hungarian Ergonomics Society (MET)	Hungary

# SURVEY PARTICIPANTS

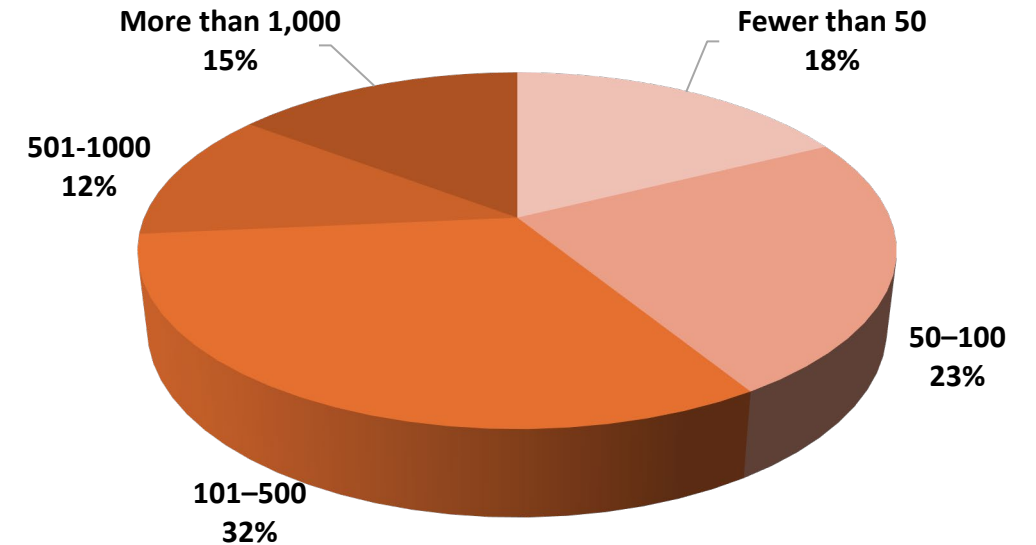
HFE SOCIETIES	REGION
Croatian Ergonomics Society (CrES)	Croatia
Asociacion Uruguaya de Ergonomia y Factores Humanos (AUDERGO)	Uruguay
Indian Society of Ergonomics (ISE)	India
Ergonomics Society of Serbia (ESS)	Serbia
Ergonomics Society of Taiwan (EST)	Taiwan
Iranian Ergonomics and Human Factor Society (IEHFS)	Iran
Spanish Ergonomics Association (AEE)	Spain
Nordic Ergonomics and Human Factors Society (NES)	Nordic Countries (Iceland, Finland, Sweden)
Asian Council on Ergonomics and Design	Asia
Sociedad Colombiana de Ergonomia (SCE)	Bogota D.C. / Antioquia / Cali / Caribe
Human Factors NL	Netherlands

# SURVEY PARTICIPANTS

HFE SOCIETIES	REGION
Human Factors and Ergonomics Society of the Philippines (HFESP)	Philippines
Gesellschaft für Arbeitswissenschaft (GfA)	Germany, Austria, Switzerland
Human Factors and Ergonomics Society of Korea (ESK)	South Korea
Human Factors and Ergonomics Society (HFES)	USA
Colombian Association of Researchers in Ergonomics (CARE)	Colombia
Bulgarian Association of Ergonomics and Human Factors (BAEHF)	Bulgaria
Finnish Ergonomics Society	Finland
Chinese Ergonomics Society (CES)	China
Ergonomics Society of Nigeria (ESN)	Nigeria
Human Factors and Ergonomics Society New Zealand (HFESNZ)	New Zealand

# ANALYSIS OF MEMBERSHIP

Membership Range	Count	Percentage
Fewer than 50	6	18%
50-100	8	23%
101-500	11	32%
501-1000	4	12%
More than 1,000	5	15%
<b>Total</b>	<b>34</b>	<b>100%</b>

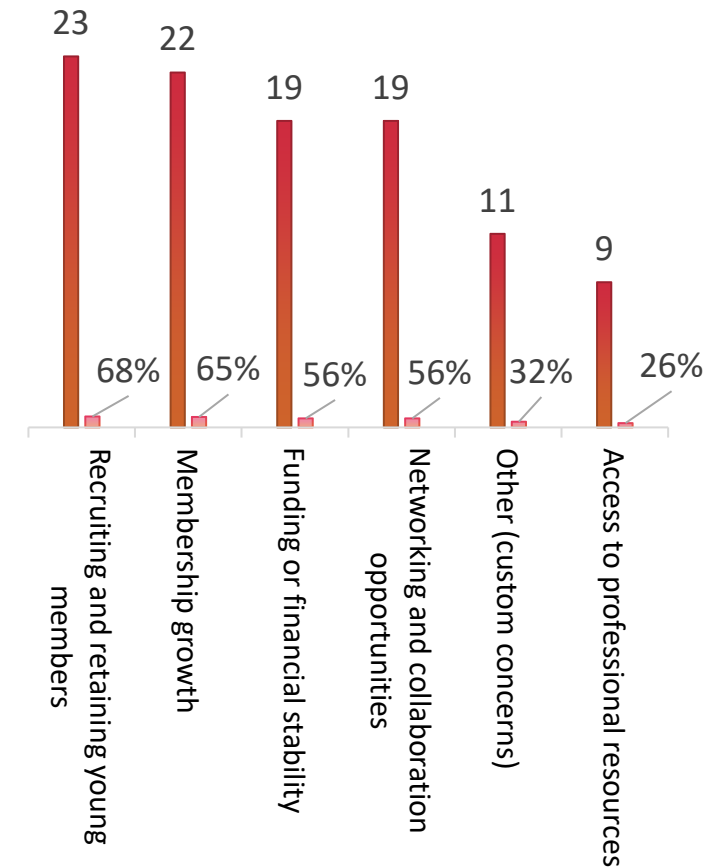


# ANALYSIS OF MEMBERSHIP

There is a considerable diversity in the size and geographical reach of HFE societies. While a substantial number of societies fall within the medium-sized category (50- 100 and 101-500 members), there's also a notable presence of both smaller and larger organizations. This diversity implies varying resource needs, operational structures, and potential collaboration opportunities across the global HFE community.

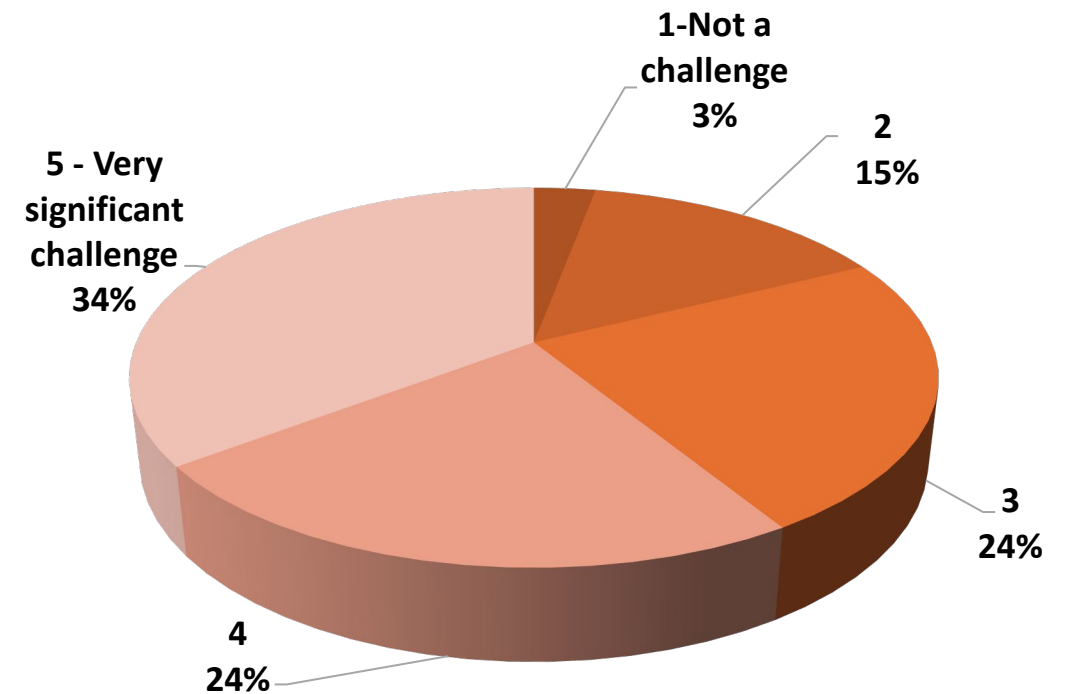
# CHALLENGES AND CONCERNS

Challenge Category	Number of Mentions	% of Respondents
Recruiting and retaining young members	23	68%
Membership growth	22	65%
Funding or financial stability	19	56%
Networking and collaboration opportunities	19	56%
Other (custom concerns)	11	32%
Access to professional resources	9	26%



# CHALLENGES AND CONCERNS

Challenge Severity – Recruiting Young Members	Count	Percentage
1 - Not a challenge	1	3%
2	5	15%
3 – Somewhat challenging	8	24%
4	8	24%
5 - Very significant challenge	12	34%
<b>Total</b>	<b>34</b>	<b>100%</b>



# CHALLENGES AND CONCERNS

## Activities or strategies to attract young members

- **Membership Discounts:** Discounted membership; symbolic annual fees; different membership categories; free membership fee for active members; free membership including digital access to our journal; discount on conference fees
- **Education and Events:** Free webinars/seminars; mentoring programs; organizing national Ergonomics congresses; hosting events; Continuous Professional Development (CPD) activities (e.g., lunch n' Learns); offering courses to university students; annual congresses; partnership with a university to carry out a master's research project (Ergonomist skills); move initiatives to the society to the secondary and tertiary education; conferences, regional meetings, international conferences
- **Awards and Recognition Programs:** A student prize every year including a year of free membership; Young Scholar Award.
- **Special Groups and Initiatives:** Creating special interest groups for early career professionals and students; initiatives driven by young people like "Gfa-Next"; early career and student special interest group who coordinate meetings, recruitment and relevant activities
- **Certification:** Creating ergonomics certification for undergraduate students; offer Postgraduate HFE scholarships (2023 and recently 2025)
- **Networking and Recommendations:** Networking via various activities; website + events; personal recommendations; networking with student clubs by universities; posts on social media (for example LinkedIn)
- **Competitions:** A design contest (open to senior high school students); incorporating ergonomics in product design (Ergoneering)

# SOME OTHER STRATEGIES FOR ATTRACTING EARLY CAREER RESEARCHERS AND PROFESSIONALS

Young Scholars: LinkedIn meetings; actively arranged meetings between young scholars and experienced members; actively recruiting members through personal engagement; young researcher award

Apprenticeships in HFE; sponsored training courses; ergonomics website for schools (ergonomics4schools); doctoral symposium; master programmes recognized by government, hundreds of practitioners each year

Addressing stakeholders by informing about important topics (external communication): develop arguments, papers w.r.t. Industry 5.0; developing collaborations with other societies, attending other conferences, visiting universities in different regions, speaking to engineering students & from other disciplines to inform them of HFE career opportunities

Targeting industries, providing professional development for them through webinars etc. ; virtual meet-ups with established professionals illustrating different HFE career pathways & opportunities

Retention strategies: Promoting more proactive approaches, personal communications, phone calls

Illustrating easier pathways into HFE; job posting website (formal and informal postings)

FPE Impact Grants (intended as seed funding for small projects that could potentially lead to much larger funding opportunities from other funding sources in the future)

# CHALLENGES AND CONCERNS

## Other Concerns

Public recognition and protection of the profession.

Losing members and cannot collect membership fees.

The society is currently on hold due to several reasons.

Active participation from individual members is at times suboptimal.

Need volunteers and time to organize more activities.

Supporting growth of HF profession in priority sectors and topics.

Competing with other societies that deal with similar topics.

Difficult to find volunteers.

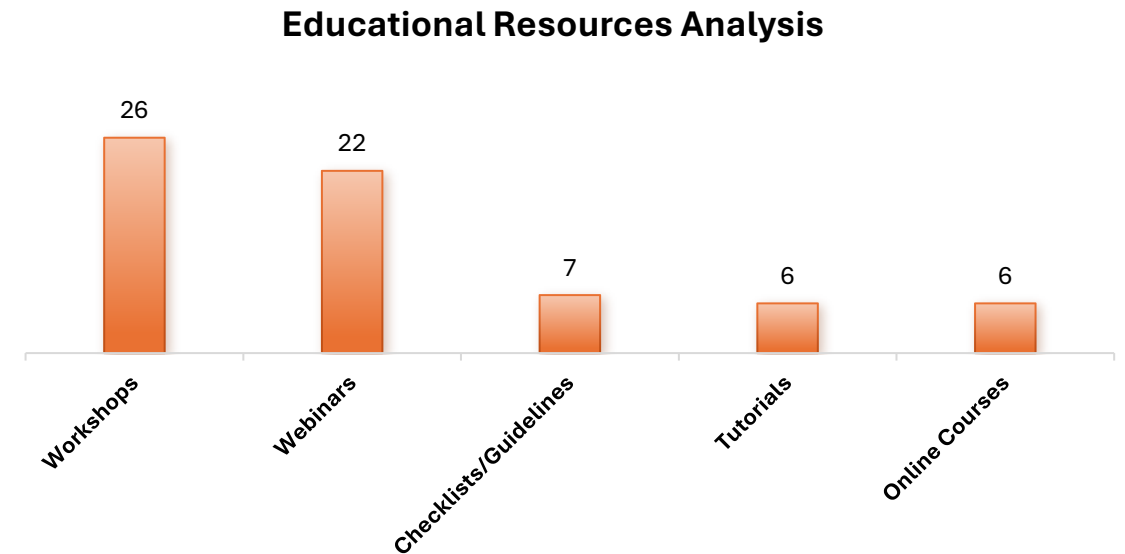
Lack of new board members and high fixed costs..

Spreading the knowledge of Human Factors & Ergonomics.

Recognition of ergonomics as a professional occupation.

# EDUCATIONAL RESOURCES

Offered Educational Resources	Number of Mentions	Percentage
Workshops	26	39%
Webinars	22	33%
Checklists/Guidelines	7	10%
Tutorials	6	9%
Online Courses	6	9%
<b>Total</b>	<b>67</b>	<b>100%</b>



# EDUCATIONAL RESOURCES

## Other educational resources (e.g. contests, prizes, congresses)

Podcast series

Congresses and conferences; workshops are also available at some congress

EHF postgraduate degree together with universities

Ergonomic seminars; thematic meetings, company visits

Social networks

Seminars and talks in their places of study

# EDUCATIONAL RESOURCES

Source of Educational Materials	Count	Percentage
Developed internally by your society	9	35%
Sourced from external providers	3	10%
A mix of both	17	55%
<b>Total</b>	<b>29</b>	<b>100%</b>

Sharing of Educational Materials	Count	Percentage
Yes, for free	18	67%
Yes, for a fee	6	22%
No	3	11%
<b>Total</b>	<b>27</b>	<b>100%</b>

Using educational resources shared by other societies	Count	Percentage
Yes	26	76%
Maybe	8	24%
No	0	0%
<b>Total</b>	<b>34</b>	<b>100%</b>

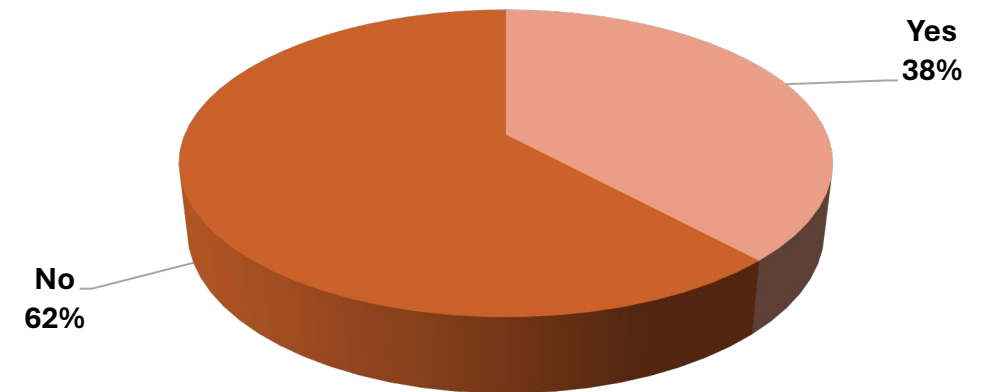
# EDUCATIONAL RESOURCES

- English is the most widely used language, either as the primary or secondary medium.
- National languages (e.g., Chinese, Italian, Greek, Hungarian, Russian, Turkish, Finnish, Serbian, Bulgarian, Spanish, Malay...) are commonly used for local training and congresses.
- Societies often use regional languages alongside English, reflecting local professional contexts.
- Multilingual approaches are evident in several countries, supporting broader accessibility.

# MENTORSHIP AND SUPPORT

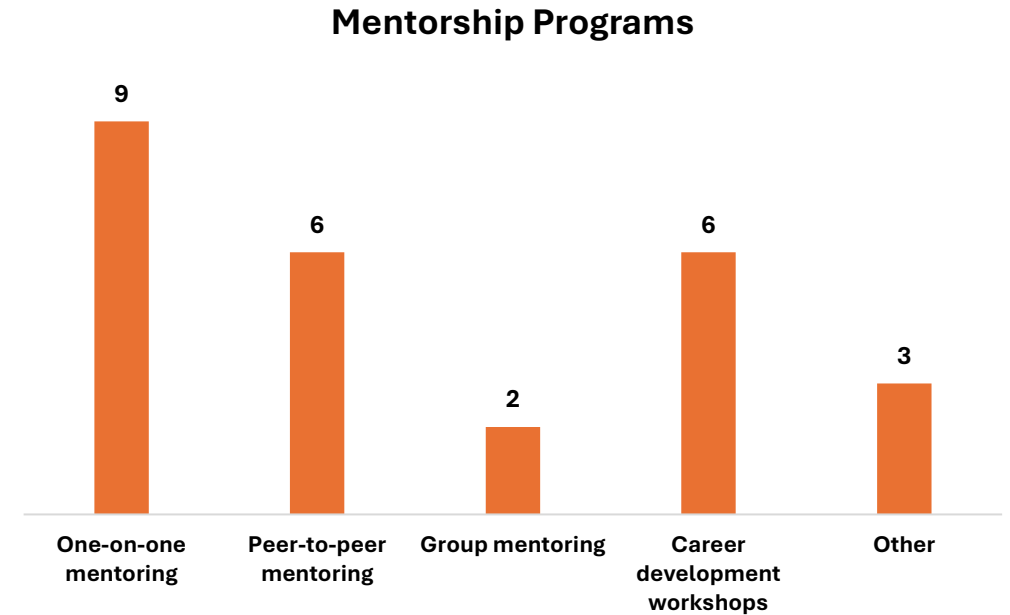
Presence of Mentorship Program	Counts	Percentage
Yes	13	38%
No	21	62%
<b>Total</b>	<b>34</b>	<b>100%</b>

Presence of Mentorship Program



# MENTORSHIP AND SUPPORT

Mentorship Programs	Counts	Percentage
One-on-one mentoring	9	35%
Peer-to-peer mentoring	6	23%
Group mentoring	2	8%
Career development workshops	6	23%
Other	3	11%
<b>Total</b>	<b>26</b>	<b>100%</b>



# MENTORSHIP AND SUPPORT

## Other Programs

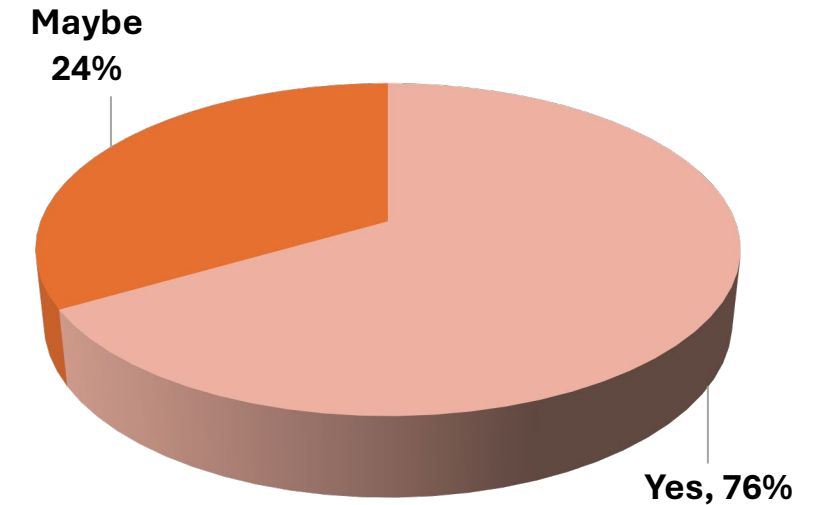
A mentorship program runs through 10 Technical Committees that meet monthly and interact daily via groups on ergonomics and human factors

Enhancing Adult Education in Ergonomics through AI (ErgoAI)

Mentoring is part of Certified Professional preparation process, with a new pilot program for Certified Professionals to mentor peers

# MENTORSHIP AND SUPPORT

Interest in Collaboration for International mentorship program	Frequency	Percentage
Yes	26	76%
Maybe	8	24%



# FUTURE COLLABORATION AND NEEDS

## Additional Resources or Support Needed of Societies

IEA support for participation of international experts at national events

More networking and collaboration internationally between members; collaboration-dialogue between societies that to have certification schemes-programs; strengthening HFE in Asia through expert sharing, training and collaborations in this region from other IEA federated societies and networks; subsidized IEA approved certification programs

Recognition by government; advocacy and policy initiatives; international project collaborations (especially: Horizon Europe & Erasmus+); research collaboration

Access to online education for members; online courses and workshop; having an educational platform e.g. (Moodle)

Professional development; funding international researcher or student exchange; funding for student clubs; insights on how to address the changing funding landscape

Financial support; financial resources for research activities; expertise sharing, training, and collaboration support from IEA and federated societies and networks; funding for international researchers or student exchange; support in setting up a quality journal

Updates to the management to ensure the sustainability of a society; professional development

Support and collaboration to develop a high-quality certification process for ergonomics skills; limited active members restrict material production for some societies and having practical information about ergonomics methods and their application in workplaces and also access to high-quality international materials for translation-adaptation would be a helpful resource.

A society has run out of ideas

**Only 25 survey participants responded to this question. (74%)**

# FUTURE COLLABORATION AND NEEDS

Openness to Inter-Society Collaboration	Number of Mentions
Research initiatives & publications	30
Joint webinars or events	29
Educational content development	27
Mentorship programs	22
Member exchange programs	20
Advocacy and policy initiatives	14
Other - Joint academic courses	1



# FUTURE COLLABORATION AND NEEDS

**Specific topics or areas would benefit from additional resources or expertise:**

- Ergonomics of walking pathways; healthcare ergonomics and patient safety; design ergonomics, ergonomics in traffic.
- All areas of technology adoption and impacts; HFE Research; publications; social media management; Secondary HFE postgraduate programmes
- Cognitive and organizational ergonomics; macro ergonomic; AI; Cybersecurity & Cybersafety; Human Autonomy Teaming
- Develop strategies for disseminating knowledge that combat this misconception
- Construction Human Factors; HFE in Future of Work
- Mentoring for businesses; development of informational material and updates for different stakeholders
- Implementing a real and effective process for developing ergonomics in all its complexity
- Fostering younger generations and raising public awareness.

# FINAL THOUGHTS AND NEXT STEPS

## Most Pressing Challenges for the Global HFE Community in the Coming Years

### Positioning and Protecting the Field of HFE:

- **Risk of Fragmentation:** In a time when HFE is merging with other disciplines, it is essential that the global HFE community has a strong and active umbrella organization (IEA), otherwise, there is a risk the field will fragment into small, separate silos.
- **Blurring Disciplinary Boundaries:** Due to concepts like "human-centered thinking" being applied across many other disciplines, there is a substantial overlap with other fields, creating a risk of devaluing the added worth of HFE.
- **Risk to Credibility:** There is a risk of losing credibility among experts due to the increasing number of members and students who lack a solid grasp of basic HFE principles.
- **Collaboration:** Promotion of Ergonomics/HF to the global auditorium; democratize access to knowledge; strengthening relations with developing countries; integration with other discipline i.e Industrial hygiene/OSH and public awareness in HFE.

### Interaction with Artificial Intelligence (AI) and New Technologies:

- **Tracking AI's Impact:** HFE must address the ethical and secure integration impact of AI on people's well-being and organizational performance.
- **Rapid Adaptation to Effective HFE Role:** The rapid pace of change in AI necessitates that HFE knows how to cope with an effective role and implement balance correlation between AI and Human Factors.
- **Eliminating Human Elements:** The potential for AI to eliminate human elements from the work system.
- **Leadership in AI/Ergonomics:** With the rapid advancement of AI expertise, HFE needs high-quality international materials that can be translated and adapted to national contexts.

# FINAL THOUGHTS AND NEXT STEPS

## Most Pressing Challenges for the Global HFE Community in the Coming Years

### Community and Professional Development:

- **Training the Next Generation:** Developing young talents.
- **Lack of Active Members:** The society's small size and few active members limit its ability to produce new materials and provide practical ergonomics information.
- **Engaging Younger Members:** Raising awareness of the HFE role and being a strategic partner in technological design, while strengthening relationships with developing countries to access technical experts; communicating the need for HFE in a time, where computer science/AI and other disciplines seem to attract more attention and young people.
- **Maintaining relevance of the profession:** Continuing professional education, these will assist in recruiting and sustaining membership.

### Managing Knowledge and Standards:

- **Confusion Due to Differing Standards:** Different regions adopting differing standards causes confusion for researchers and practitioners.
- **Maintaining Professional Development:** Keeping the HFE knowledge base current with innovations in the workplace, daily challenges, and green economy demands to support the safe and wise development of AI.
- **Proving the Work-Wellbeing Relationship:** Continuing to prove that HFE is not only good for workers' wellbeing but also for the companies in terms of productivity and competitiveness.
- **Growing the discipline:** The ongoing political situation in large parts of the world.

# FINAL THOUGHTS AND NEXT STEPS

## Comments or suggestions for the International Ergonomics Association

### Promote and Expand the HFE Profession:

- **Strengthen Collaboration:** The IEA has a role to play in strengthening relationships with developing countries to increase technical expertise; The IEA has the opportunity and possibility to continue the conversation with leaders and decision makers to emphasize the impact HFE can achieve; collaborate with more discipline i.e ACGIH and other cognitive and UX societies; establish focal points for the relations with international organizations such as ILO and WHO; strengthen the relations with sister international societies
- **Establish Foundational Support:** Establish a foundation for the profession and focus on its continuing professional development (CPD) and discussion
- **Improve Visibility and Recognition:** There is a need for better promotion/communication and for the IEA to gain the respect and attention from the world (governments, media, etc.)
- **Critical Self-Reflection:** IEA needs to have a clearer understanding of its role; make a critical analysis of ergonomics transfer knowledge to low and middle income countries
- **Promotion:** Promotion of cross collaborations, training and workshops (For example the area of HFE can be listed with a reference list of subject matter experts that can be looked towards for advice); promotion of smaller societies and encouraging large societies to take more responsibility for near region

# FINAL THOUGHTS AND NEXT STEPS

## Comments or suggestions for the International Ergonomics Association

### Organizational and Structural Improvements:

- **Break Down Boundaries:** Focus on promotion and maintenance of the international boundaries of the profession.
- **Increase Financial Support:** Address the need for funding opportunities.
- **Focus on Collaboration:** More focus on collaboration and knowledge-sharing between member societies and less focus on IEA-led projects.
- **Support Research and Advocacy:** Provide support and advocacy for research efforts; provide financial support for research.

### Content and Resource Development:

- **Focus on Local Needs:** Support the translation and adaptation of international materials to national contexts.
- **Maintain Dialogue:** Continue the discussion and collaboration with technical committees and federated societies.
- **Funding opportunities:** Funding opportunities for technical committee members, especially for tasks that are time and resource intensive (e.g . certification and endorsement)

**Thank you!**

