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Human Factors Association

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SURVEY FOR THE INTERNATIONAL ERGONOMICS AND HUMAN FACTORS ASSOCIATION

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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 federated 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 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.

SURVEY PARTICIPANTS

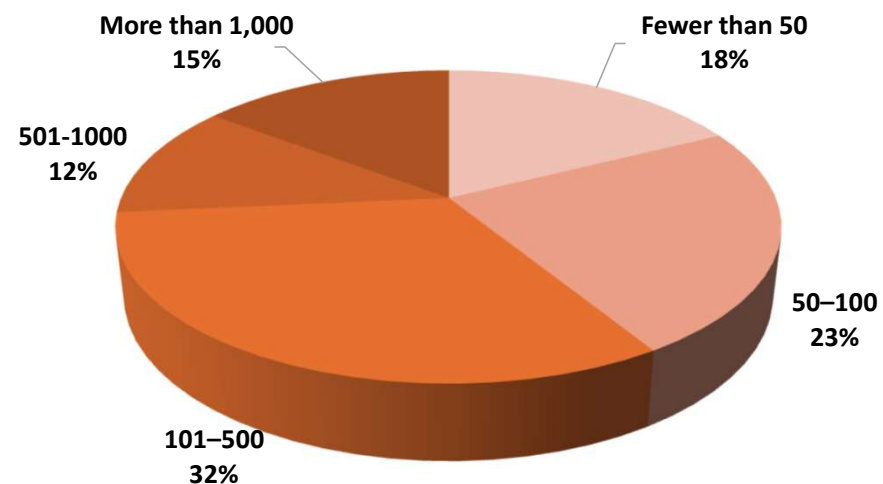
HFE SOCIETIES	REGION
Croatian Ergonomics Society (CrES)	Croatia
Asociacion Uruguaya de Ergonomia y Factores Humanos (AUDERGO)	Uruguay
Indian Society of Ergonomics (ISE)	India
Ergonomics Society of Serbia (ESS)	Serbia
Ergonomics Society of Taiwan (EST)	Taiwan
Iranian Ergonomics and Human Factor Society (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	Finnland
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%
Total	34	100%



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%

The Primary Friction Points: Relevance, Recruitment, and Resources



Aging demographics



Financial stability



The fight for public recognition and professional protection

Strategies for recruiting young members & membership growth

1. Financial and Membership Incentives

- **Membership & Event Discounts:** These include symbolic annual fees, discounted rates for students, and different membership categories tailored to early-career stages, discounted fees for attending national or international conferences
- **Free Access:** Some societies offer free membership for active members or include digital access to professional journals as part of a free membership tier

2. Educational and Career Development

- **Events and Training:** Offering free webinars, seminars, Continuous Professional Development (CPD) activities like "lunch n' learns," and organizing doctoral symposia or national congresses
- **Mentorship Programs:** Implementing formal one-on-one, peer-to-peer, or group mentoring initiatives to connect young scholars with experienced professionals
- **University and School Partnerships:** Partnering with universities for master's research projects, offering courses to students, and even conducting outreach in secondary education to inform students of HFE career pathways
- **Certification and Scholarships:** Creating ergonomics certifications specifically for undergraduate students and offering postgraduate HFE scholarships

3. Specialized Groups and Networking to create a sense of community

- **Special Interest Groups:** Establishing groups specifically for early-career professionals and students (e.g., "Gfa-Next" in Germany) that coordinate their own recruitment and meetings
- **Virtual Meet-ups:** Organizing virtual sessions with established professionals to illustrate diverse career pathways within the HFE field
- **Direct Engagement:** Using personal recommendations, personal phone calls, and networking through student clubs and social media platforms like LinkedIn

Strategies for recruiting young members & membership growth

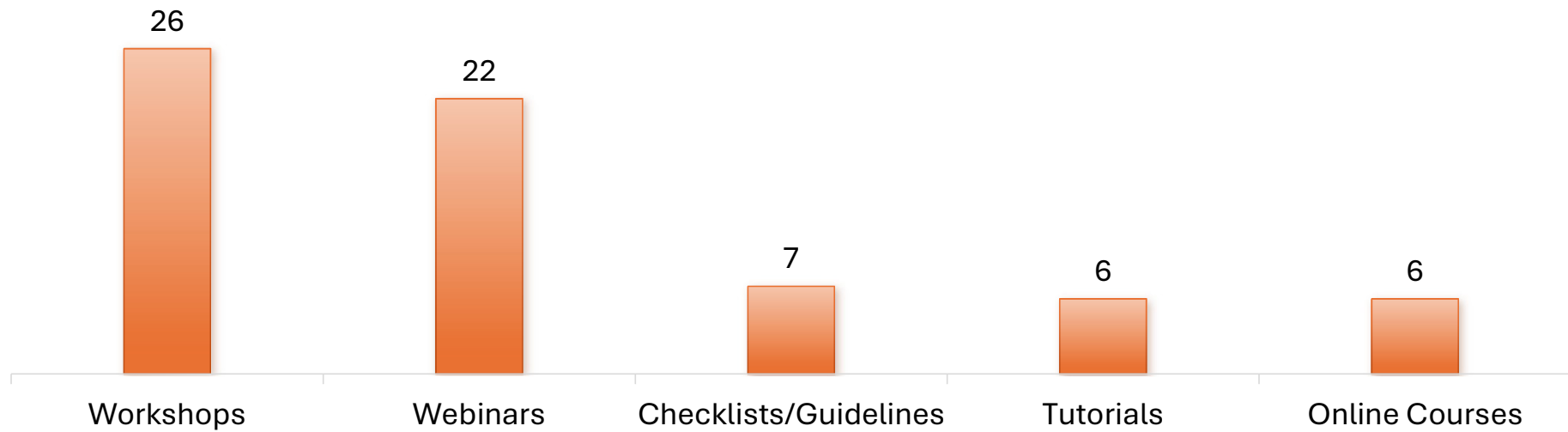
4. Awards, Competitions, and Grants to incentivize student participation

- **Awards & Competitions:** Annual student prizes and "Young Scholar Awards" often include a year of free membership; design contests for high school students and "Ergoneering" competitions that incorporate ergonomics into product design
- **Grants:** Providing "Impact Grants" intended as seed funding for small projects to help young researchers secure larger funding in the future

5. Communication and Visibility to make the profession more visible

- **Resource Websites:** Maintaining websites with education content (e.g., "ergonomics4schools") and job posting boards for formal and informal opportunities
- **External Advocacy:** Speaking to students in other disciplines, such as engineering, to inform them of HFE opportunities and developing papers related to emerging topics like Industry 5.0 to stay relevant

EDUCATIONAL RESOURCES



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%
Total	29	100%

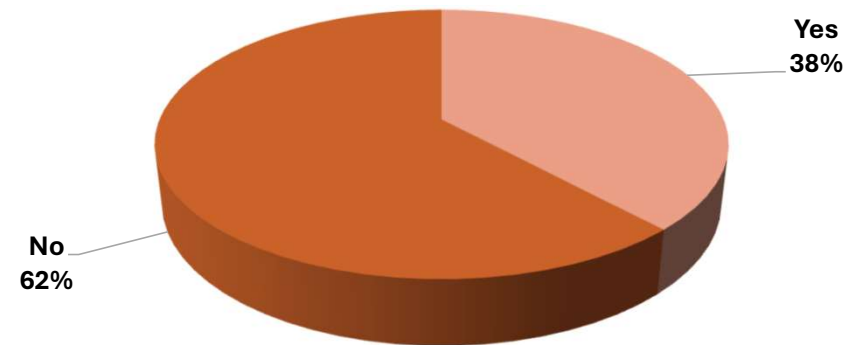
Sharing of Educational Materials	Count	Percentage
Yes, for free	18	67%
Yes, for a fee	6	22%
No	3	11%
Total	27	100%

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

MENTORSHIP AND SUPPORT

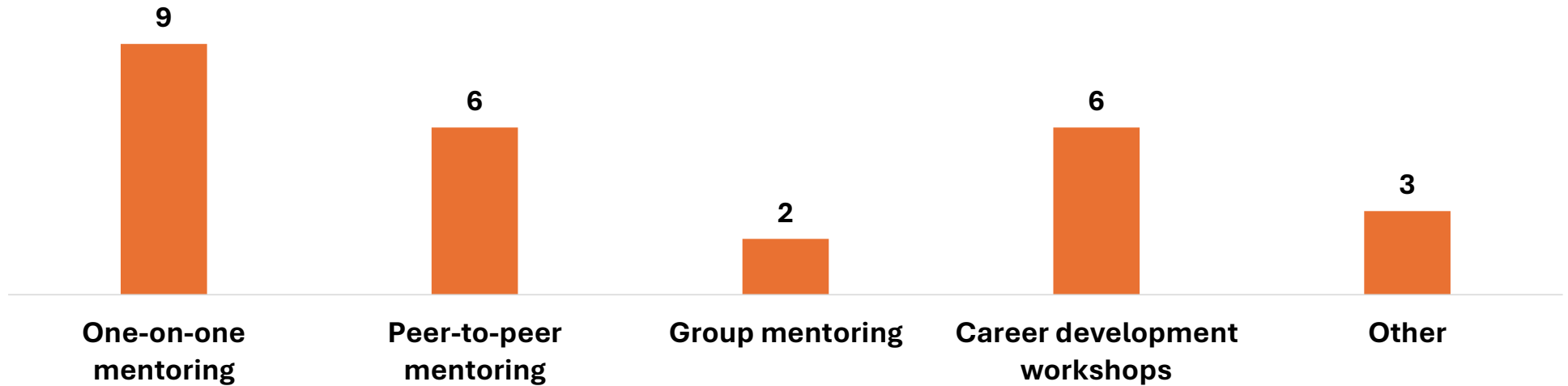
Presence of Mentorship Program	Counts	Percentage
Yes	13	38%
No	21	62%
Total	34	100%

Presence of Mentorship Program



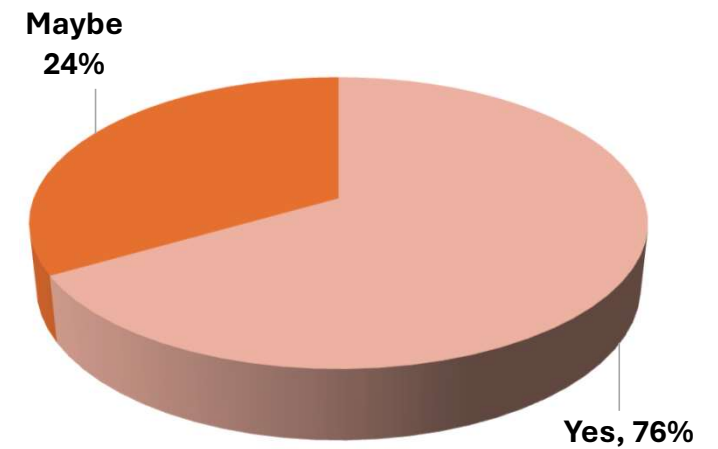
MENTORSHIP AND SUPPORT

Mentorship Programs



MENTORSHIP AND SUPPORT

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



Comments or suggestions to the IEA

1. Engage in critical **self-reflection**: IEA needs to have a clearer understanding of its role
2. Promote inter-society **dialogue**, focus more on fostering collaboration and knowledge-sharing (less on IEA projects), e.g. through:
 - Joint research and publications
 - Joint webinars and events
 - Sharing of educational content
 - Mentorship programs
 - Joint advocacy & policy initiatives
3. Provide financial **support and promotion** of events/societies (esp. for smaller societies)
 - Support in developing high-quality certification processes
 - Funding, e.g. for research activities, international researcher or student exchanges
 - Access to high-quality international material that can be translated and adapted to local professional contexts
4. **Engage with international organizations** (WHO, ILO etc.) to increase HFE visibility and impact
5. Collaborate with other **international sister societies** (e.g. in the fields UX, Psychology, etc.) to prevent fragmentation of the field

The Global State of Ergonomics: Challenges & Opportunities for HFE Societies

Navigating a crossroads: Balancing recruitment struggles and professional risks with a massive appetite for international collaboration and mentorship.

Critical Challenges & Professional Risks

Fragmentation Risks & Blurring Boundaries



Blurring disciplinary boundaries and AI integration threaten to devalue the unique worth of the HFE profession.

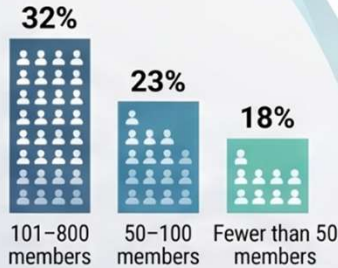
68%
face young member recruitment hurdles

Financial Stability Concerns



56%
of societies cite funding and membership growth as primary operational obstacles.

Society Size Distribution



34%
of global societies rate attracting young professionals as a "very significant" challenge.

Strategic Opportunities for Collaboration

High Openness to Resource Sharing



76%
of societies are ready to use shared international educational materials to support local growth.

Ethical AI Integration & Leadership



Societies must lead in tracking AI's impact on human well-being and organizational performance.

76%
demand international mentorship

Overwhelming interest in establishing global one-on-one and peer-to-peer mentoring initiatives.

Top Collaboration Areas

Research & Publications
(30 mentions)

Joint Webinars or Events
(29 mentions)

Educational Content Development
(27 mentions)

Thank you!

