

## SHIFTWORK INTERNATIONAL NEWSLETTER

The official newsletter of the Scientific Committee on Night and Shiftwork of the International Commission on Occupational Health

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### EDITORIAL

#### **Web-site for shiftwork research and practice is now available. Please visit us !**

Johannes Gaertner and Michael Kundi developed the new version of the Web-Site for SIN. Not only the contents of regular SIN issues, but also pieces of information by SIN readers and other information sources are included. The address of the web site of the SIN is: [Http://128.130.176.47/](http://128.130.176.47/)

## **Call for more inputs**

The editors of SIN intend to deliver any information concerning shift and night work and changes in shiftwork conditions from various parts of the world. The editors would like to ask for kind contribution from the SIN readers including reports of innovative experiences for improving shift and night work. Short articles describing new developments, new methods, newly organized meetings and recent topics are most welcome. Your submission should be sent to the following editors:

- Hardcopy issues of the Shiftwork International Newsletter:  
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## **Subscription of the SIN**

The Shiftwork International Newsletter (SIN) may be subscribed in either of the two ways:

- (1) the participants of each of the International Symposium on Night and Shiftwork paying the full registration fees become SIN subscribers for two years as the subscription fees are included in the symposium registration. (Therefore, the participants of the 15<sup>th</sup> International Symposium in Hayama, Japan automatically get this copy);
- (2) SIN may also be subscribed by transferring US \$35 (for two years) directly to the editors' account (direct transfer is necessary because bank drafts of a small amount of \$35 cannot be accepted by the bank: see below !):

Name: Shiftwork International Newsletter/Tsuyoshi Kawakami  
Account No: 100109  
Bank: Mitsui-Sumitomo bank  
Branch: Seijo Branch  
Address: 2-3-13, Seijo, Setagaya-ku, Tokyo 157, Japan

You may request a free membership if you have financial hardship or difficulty in obtaining foreign currency.

**Unfortunately we have problems in cashing a check of small amount, such as US\$35, due to commission paid to the bank, direct submission of the subscription fee during the next International Symposium on Night and Shiftwork in Brazil, would be, in fact, most appreciated.**

We apologize for your inconvenience. Of course, all accounts in Japan have surely been registered and kept in our mailing list without paying any additional charge.

## **News from the Working Time Society (WTS) (a.k.a., the Shiftwork Committee)**

FROM: Don Tepas, Secretary, WTS

### **Constitution & Rules: Working Time Society (WTS)**

**(As agreed at the inaugural meeting at the XIV International Symposium on Night and Shiftwork, Wiesensteig, Germany, September 13.-17. 1999 and amended at the XV International Symposium on Night and Shiftwork, Hayama, Japan, September 10.-13. 2001)**

**(Former name: International Society for Working Time and Health Research (ISWTHR))**

#### **1. Name**

**The name of the Society shall be the Working Time Society (hereinafter referred to as the "Society"). The accepted abbreviation of the Society's name shall be the "WTS".**

#### **2. Aims**

**The aims of this Society shall be:**

**2.1 To promote research into working time and health, including the Impact of working hours and the health, safety and quality of life of those concerned.**

**2.2. To offer practical advice at the manner in which the various adverse effects of working hours may best be minimised.**

**2.3 To represent the scientific and professional interests of researchers working in the area of working time and health.**

**2.4.1 To provide a forum for researchers in this area to meet and discuss their common research interests and findings, including organising the approximately biannual International Symposia on Night and Shift Work.**

**2.4.2 To disseminate Information regarding the effects of working time on health, safety and quality of life, including the publication of the Shiftwork International Newsletter (SIN).**

**2.4.3 To maintain a website to further the various aims of the Society and those of the Scientific Committee and Shiftwork of the International Commission on Occupational Health (ICOH)**

**2.5 To collaborate fully with the Scientific Committee and Shiftwork of the International Commission on Occupational Health (ICOH) in pursuing these common aims.**

### **3. Rules**

**3.1.1 Throughout these rules "The Executive Board" shall mean the Executive Board of the Society, and "President", "Secretary", "Treasurer" and any other named Officer, shall refer to the President, Secretary, Treasurer etc. of the Society unless otherwise stated.**

#### **3.2 Membership**

**3.2.1 Full membership of the Society shall be open to all individuals who are actively engaged in this area and who are interested in furthering the work of the Society, as demonstrated by the written endorsement of one member of the Society in good standing. Membership will continue at the discretion of the Executive Board, provided that the said member has paid all dues, subscriptions or assessments as laid down from time to time by the Executive Board.**

**3.2.2 Free student membership shall be open to full-time students with an interest in this area and who are interested in furthering the aims of the Society. They shall not be entitled to vote.**

**3.2.3 The Executive Board may elect members of the Society as "Fellows" in recognition of their special contributions to the society.**

**3.2.4 The Executive Board may elect non-members of the Society who they wish to honour as "Honorary members" in recognition of their distinguished contribution to the area.**

#### **3.2.5 Approval of Applications**

**All applications for membership will be considered by the membership subcommittee of the Society, which will comprise the President and Secretary. If an application is not approved the Secretary shall report the name of the applicant to the next meeting of the Executive Board, together with a statement of the grounds on which the application was refused.**

**3.2.6 Transitional Provisions** When the Society is first formed all current individual subscribers to the "Shiftwork International Newsletter" shall be deemed to be Founding Members of the Society.

### **3.3 Meetings**

**3.3.1** The Society shall hold such meetings, conferences and workshops and engage in such other activities as may be conducive to its aims.

**3.3.2** The Society shall hold Biannual General Meetings at the International Symposia an Night and Shiftwork that shall be jointly organised with the Shiftwork Committee of the International Commission an Occupational Health.

**3.3.3** An Extraordinary Meeting of the Society may be convened at any time by the Executive Board or at the request in writing of not less than 20 full members of the Society.

**3.3.4** Members of the Society will be given at least 28 days notice of any meeting. The announcement of an "International Symposium an Night and Shiftwork" will be deemed to be notice of the Intention to hold a Biannual General Meeting at that symposium.

**3.3.5** The Business at a Biannual General Meeting will include any Business that the Executive Board may decide to put to the meeting. The Business at an Extraordinary Meeting shall be confined to that stated in the notification of the meeting.

**3.3.6** Only Full members of the Society are eligible to vote an Business at the Society's meetings.

**3.3.7** The quorum necessary for the transaction of Business at a Biannual or Extraordinary meeting shall be twenty members who are personally present and entitled to vote.

**3.3.8** In the event of a Biannual or Extraordinary meeting being inquorate the Executive Board may hold an anonymous postal ballot of the full membership an any matter(s) requiring resolution. Such a Ballot must be held within six months of the said inquorate meeting, and the result will be decided by a simple majority of returned voting papers.

**3.3.9** Questions arising at meetings will be decided by a simple majority of those present and entitled to vote, with the President having a second or casting vote in the event of a tie. The only exception to this are questions that require a change to these rules, in which case a two-thirds majority of those entitled to vote will be required.

### **3.4 Officers and Members of the Executive Board**

**3.4.1** The elected officers shall be a President, Secretary, and Treasurer.

**3.4.2 The Executive Board shall comprise these three elected officers, the three past elected officers, and no fewer than six other elected members.**

**3.4.3 Officers shall normally be elected for a three year term, and may not be elected for more than two consecutive terms. Retiring officers will be coopted onto the Executive Board for a further three year term as "Past Officers". Following this they will be eligible for election as Executive Board members, but not as officers until a further three years has elapsed.**

**3.4.4 Only members of the International Commission an Occupational Health (ICOH) in good standing shall be eligible to stand for election as officers of the Society.**

**3.4.5 Executive Board members shall be elected for a four-year term, and may not be elected for more than two consecutive terms. They will then not be eligible to stand for Executive Board membership until a further four-year term has elapsed, but will be eligible for election as officers.**

**3.4.6 As a transitional arrangement, three of the Executive Board members will be elected for a two year term, following which they will be eligible to stand for a further two terms of four years each.**

**3.4.7 Only full members of the Society may serve as Officers or Executive Board Members. Nominations for Officers and Members of the Executive Board will be called for in the Shiftwork International Newsletter. Nominations must be made to the Secretary in writing and with the written consent of the nominee. If nominations exceed vacancies then election shall be by a written secret Ballot using a single transferable vote, with Ballot papers being distributed at a biannual International Symposium an Night and Shiftwork or with the Shiftwork International Newsletter.**

**3.4.8 As a transitional arrangement all officers and members of the Executive Board of the ICOH Shiftwork Committee shall be deemed to haue been elected as the respective officers and founding Executive Board members of the Society.**

**3.4.9 The Executive Board may fill any vacancy that arises during a term by cooption, but only until the expiry of that term.**

**3.4.10 The Executive Board may also co-opt additional Executive Board members for periods of up to four years at a time. If they are not already an the Executive Board, the principal organiser of each "International Symposium an Night and Shiftwork" would normally be co-opted in this manner for four years, starting two years before the symposium in question.**

**3.4.11 The Executive Board will appoint Chief Editors of (i) the Shiftwork International Newsletter (SIN) and (ii) the Society's Website, for periods**

**of time to be determined by the Executive Board. These two chief editors will be co-opted as members of the Executive Board.**

**3.4.12 Co-opted Executive Board members shall have the same voting rights as other members of the Executive Board.**

### **3.5 General**

**3.5.1 English shall be the official and working language of the Society.**

**3.5.2 The Society will not endorse any activity or research an hours of work that appears to promote discrimination based an age, gender, race, religion or politics.**

### **3.6 Finance**

**3.6.1 The society is a non-profit making Organisation; it does not pursue business purposes of its own.**

**3.6.2 Membership dues shall be kept to a minimum and any changes in dues shall be subject to a vote at a Biannual General meeting.**

**3.6.3 Membership dues and Shiftwork International Newsletter subscriptions will normally be included in the registration costs for the "International Symposia an Night and Shiftwork"**

**3.6.4 All monies raised by or an behalf of the society shall be used to further the objects of the Society and for no other purpose.**

**3.6.5 The Treasurer shall keep proper accounts of the finances of the society.**

**3.6.6 The goal of the society is exclusively the direct public benefit within the meaning of the section "Purposes subject to lower tax rates" in the Tax Code.**

**3.6.7 The Funds of the society may only be used for the purposes permitted by these rules. Members of the society or other persons shall receive Funds from the society only if this is necessary to fulfil the tasks of the society. The amount of such funds must be appropriate to the task in hand and approved by the Executive Board.**

**3.6.8 In the event of the dissolution or termination of the society, or if the current purpose ceases to apply, the Executive Board shall decide who shall receive any assets of the society, with such recipients being limited to those who will use them directly and exclusively for the public benefit.**

### **Contacts**

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**Don Tepas, WTS Secretary - tepas@uconnvm.uconn.edu, tepas@rcn.com**

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**WTS Board (to all members) - [wtsboard@psychologie.uni-oldenburg.de](mailto:wtsboard@psychologie.uni-oldenburg.de)**

**SINET (to entire SINET list for registered users of SINET) - [sinet@psychologie.uni-oldenburg.de](mailto:sinet@psychologie.uni-oldenburg.de)**

**Working Time Society web site - <http://time.iguw.tuwien.ac.at/>**

## **Books regarding night- and shiftwork**

**(2001) Gärtner, J., Klein, C. and Lutz, D. Arbeitszeitmodelle - Handbuch zur Arbeitszeitgestaltung. Wien, ORAC-Verlag.**

**(2001) Kelm, R. Arbeitszeit- und Dienstplangestaltung in der Pflege. Stuttgart, Kohlhammer - Pflege.**

**(2000) Bøggild, H. Shift work and heart disease - Epidemiological and risk factor aspects. Center for Working Time research - Department of Occupational Medicine. Aarhus, Aalborg Regional Hospital - Faculty of Health Sciences, University of Aarhus.**

**(2000) Zeitschrift für Arbeitswissenschaft.**

**(2000) Brötzmann, U. M., T., Ed. Der Jahresarbeitszeitvertrag. Heidelberger Musterverträge. Heidelberg, Verlag Recht und Wirtschaft.**

**(2000) Hornberger, S., Knauth, P., Costa, G. and Folkard, S. Shiftwork in the 21st Century.**

**(2000) Knauth, P. and Zülch, G., Eds. Innovatives Arbeitszeitmanagement. Aachen, Shaker Verlag.**

**(2000) Marek, T., Oginska, H., Pogorski, J., et al. Shiftwork 2000 - Implications for science, practice and abusiness. Krakow, Jagiellonian University.**

**(2000) Politis, D., Ed. Working time in the retail sector. BEST - Bulletin of European Time Studies. Dublin, European Foundation for the Improvement of Living and Working Conditions.**

**(2000) Sczesny, C. and Hellert, U. Empirische Untersuchungen zur Nacht- und Schichtarbeit. Dortmund/Berlin, Schriftenreihe der Bundesanstalt für Arbeitsschutz und Arbeitsmedizin.**



**(1999) Operating Time in Europe - Documentation of the Workshop on the State of Research on Operating Hours in Great Britain, the Netherlands, France and Germany, February 26th, 1999 in Cologne, Germany, Köln, Deutschland, ISO.**

**(1999) Arbeitszeitgestaltung im Spannungsfeld zwischen Wirtschaftlichkeit und Humanität. Eine Tagung des Instituts für Industriebetriebslehre und industrielle Produktion ... Wiesensteig.**

**(1999) Bauer, T. Entwicklung, Implementierung und Evaluation eines computerunterstützten Lernsystems zur Verbesserung der partizipativen Arbeitszeitflexibilisierung im Rahmen der betrieblichen Weiterbildung. Frankfurt am Main, Peter Lang.**

**(1999) Beermann, B. Leitfaden zur Einführung und Gestaltung von Nacht- und Schichtarbeit. Dortmund, Bundesanstalt für Arbeitsschutz und Arbeitsmedizin.**

**(1999) Blum, A. Integriertes Arbeitszeitmanagement. Bern, Paul Haupt.**

**(1999) Blum, A. and Zaugg, R. J. Praxishandbuch Arbeitszeitmanagement. Zürich, Rüegger.**

**(1999) End, H.-L., Heisig, U. and Holland, J. teilZEIT. Hamburg, VSA.**

**(1999) Gutmann, J., Ed. Arbeitszeitmodelle: Die neue Zeit der Arbeit: Erfahrungen mit Konzepten der Flexibilisierung. Stuttgart, Schäffer-Pöschl Verlag.**

**(1999) Herrmann, C., Promberger, M., Singer, S. and Trinczek, R. Forcierte Arbeitszeitflexibilisierung - Die 35-Stunden-Woche in der betrieblichen und gewerkschaftlichen Praxis. Berlin, edition sigma.**

**(1999) Levine, R. Eine Landkarte der Zeit. Wie Kulturen mit Zeit umgehen. München, Piper.**

**(1999) Löfgren, O. On Holiday - A History of Vacationing. Berkeley, University of California Press.**

**(1999) Weber, J. Flexible Arbeitszeiten in der Personalplanung. München, Rainer Hampp Verlag.**

**(1998) Zeitkonten. Arbeit a la carte? Neue Modelle der Arbeitszeitgestaltung. Hamburg, VSA.**

**(1998) Ackermann, K.-F. and Kammüller, M. Firmenspezifische Bündnisse für Arbeit. Ziele, Strategien, Unternehmensbeispiele. Stuttgart, Schäffer**

**(1998) Gärtner, J., Kundi, M., Wahl, S., et al. Handbuch Schichtpläne - Planungstechnik, Entwicklung, Ergonomie, Umfeld. Zürich, vdf an der ETH-Zürich.**

- (1998) Holenweger, T. and Conrad, H., Eds. Arbeit & Zeit – Neue Arbeitszeitmodelle aus der Praxis. Zürich, Kontrast.**
- (1997) Birkenfeld, R. ABC der Dienstplangestaltung. Köln, Bund-Verlag.**
- (1997) Härmä, M. XIII International Symposium on Night and Shiftwork. Majvik, Finland, Scientific Committee on Night and Shiftwork.**
- (1997) Lange, F. Formeln und Berechnungen für Pflegedienstleistungen. Mels, Bibliomed.**
- (1996) Åkerstedt, T. Wide awake at odd hours - Shift work, time zones and burning the midnight oil. Stockholm, Swedish Council for Work Life Research.**
- (1996) Beermann, B. Bilanzierung arbeitswissenschaftlicher Erkenntnisse zur Nacht- und Schichtarbeit, Amtliche Mitteilungen der Bundesanstalt für Arbeitsschutz.**
- (1996) Colquhoun, W. P., Costa, G., Folkard, S. and Knauth, P. Shiftwork - Problems and Solutions. Frankfurt am Main, Peter Lang.**
- (1996) Gutmann, J., Ed. Flexibilisierung der Arbeit - Chancen und Modelle für eine Mobilisierung der Arbeitsgesellschaft. Stuttgart, Schäffer-Poeschel.**
- (1996) Haller, W. Neue Formen der Dienstplangestaltung - Flexible Arbeitszeiten im stationären Pflegedienst. Singen, Schriften-Reihe der Gewerkschaft Pflege.**
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- (1996) Muhr, M. Zeitsparmodelle in der Industrie - Grundlagen und betriebswirtschaftliche Bedeutung mehrjähriger Arbeitszeitkonten. Bochum, Institut für Unternehmensführung und Unternehmensforschung der Ruhr-Universität Bochum.**
- (1995) Büssing, A. and Seifert, H. Sozialverträgliche Arbeitszeitgestaltung. München, Rainer Hampp Verlag.**
- (1994) Knauth, P. and Hornberger, S., Eds. Instruments for the design, implementation and assessment of working time. BEST - Bulletin of European Time Studies. Dublin, European Foundation for the Improvement of Living and Working Conditions.**
- (1993) Baillod, J., Holenweger, T., Ley, K. and Saxenhofer, P. Handbuch Arbeitszeit. Zürich, vdf.**
- (1993) Marr, R. Arbeitszeitmanagement - Grundlagen und Perspektiven der Gestaltung flexibler Arbeitszeitsysteme, Erich Schmidt Verlag.**

**(1992) Monk, H. T. and Folkard, S. Making Shiftwork Tolerable. London, Washington D.C., Taylor & Francis.**

**(1992) Schönfelder, E. Entwicklung eines Verfahrens zur Bewertung von Schichtsystemen nach arbeitswissenschaftlichen Kriterien. Frankfurt/Main, Peter Lang - Europäischer Verlag der Wissenschaften.**

**(1991) Wedderburn, A., Ed. Guidelines for Shiftworkers. BEST - Bulletin of European Time Studies. Dublin, European Foundation for the Improvement of Living and Working Conditions.**

**(1991) Wedderburn, A., Ed. Leitlinien für Schichtarbeiter. BEST - Bulletin für europäische Schichtarbeitsfragen. Dublin, Europäische Stiftung zur Verbesserung der Lebens- und Arbeitsbedingungen.**

**(1990) Ackermann, K.-F. and Hofmann, M., Eds. Innovatives Arbeitszeit- und Betriebszeitmanagement. Frankfurt/Main, Campus.**

**(1989) Costa, G., Cesana, G., Kogi, K. and Wedderburn, A., Eds. Shiftwork: Health, Sleep and Performance. Frankfurt/Main, Peter Lang - Europäischer Verlag der Wissenschaften.**

**(1989) Geissler, K. A. Zeit Leben - Vom Hasten und Rasten / Arbeiten und lernen / Leben und Sterben. Mannheim, Beltz.**

**(1989) Rutenfranz, J. and Knauth, P. Schichtarbeit und Nacharbeit, Bayrisches Staatsministerium für Arbeit und Sozialordnung.**

**(1987) Bellgardt, P. Flexible Arbeitszeitsysteme: Entwicklung und Einführung. Heidelberg, I.H. Sauer-Verlag GmbH.**

## **Working Time Society Committee Instructions**

Some General Instructions to the six committees:

1. Our hope is that these will be democratic self-organizing Committees, led by the Committee Chair. As such, we expect that each Committees will evolve with a character and style of their own, one fairly free of bureaucratic structure. Members of Committees should communicate mainly (if not exclusively) by emails sent to all the members of their Committee. If you cannot locate the email of a fellow Committee member, we suggest you contact Friedhelm Nachreiner at [friedhelm.nachreiner@uni-oldenburg.de](mailto:friedhelm.nachreiner@uni-oldenburg.de) for a current and correct address.
2. The agenda and duties of each Committee are described briefly in the file "WTS Committee Assignments", attached to this emailing. The agenda of each Committee should be aimed at but not limited to the issues and duties

- noted in this file. Many times, you may wish to enter into discussions with another Committees, Board Members, WTS members, and other organizations.
3. Please remember that each Committee is to make recommendations to the WTS Board for their consideration. Nothing should be considered as approved or final until it has been reviewed and approved by the WTS Board. Frequent communication with the Board will make the approval process work better.
  4. Each Chair is asked to provide the Board with a four-month Progress Report. These reports should be made (via an email) to all Board Members no later than 20 June 2002. These Progress Reports should be no longer than one page.
  5. By the end of eight months, each Committee Chair is asked to prepare a more Formal Report to the WSR Board. It is hoped that in most cases this report will include specific recommendations for the Board to consider and approve. These reports should be made via email attachments using MS Word 2000 or RTF files.
  6. Some tasks obviously merit prompt Board consideration. Thus, early reports or partial reports by Committees are welcome when feasible.
  7. All report recommendations should cite the names of the supporting Committee Members and allow for minority reports (if warranted).
  8. Obviously, not all tasks will be completed within eight months. Committee Reports should recommend a schedule for the future activity.

## **Working Time Society Committee Assignments**

Finance Committee - WTS Membership is not intended to place a financial burden as a condition of membership. At the same time, WTS does need some modest funds to support current and future activities. There are many ways WTS might obtain these funds. Some possibilities are: “membership dues”, “sustaining members”, gifts, “sustaining organizations”, “assessments”, SIN advertisers, and “public workshops for a fee”, and other possibilities. The Finance Committee is charged with considering all possible funding methods, and developing a Proposal to the Board aimed at solving the WTS financial problem in an appropriate and practical manner. Once the WTS Board approves a financial methodology, this Committee will advise the Treasurer as needed, solicit support, do an annual informal audit of WTS financial activities, establish a banking system, and recommend related financial change when needed in the future.

Membership Committee - WTS by-laws (see the web site) require that we have a Membership Subcommittee to consider new applications for membership. Currently, it is appropriate to note that WTS does not have a complete and valid Membership list. The first task the Membership Committee is the development of a current and valid listing of WTS voting members. Once WTS has a valid membership list, this committee will be responsible for maintaining the list, attracting new membership applications, and evaluation of these applications.. Membership is not to be limited to those who are able to attend the most recent Symposium. Making

sure we retain old members is important. Recommending membership termination is difficult. A public access membership directory for the Society should be considered.

Honors Committee – The WTS Constitution and Rules (see the web site) include a special member honor, that of designation as a “Fellow” of the Society. It also allows for awarding “Honorary Member” status to non-members of the Society. WTS needs criteria for awarding “Fellow” and “Honorary Member” status, as well as a procedure for selecting persons for these honors. This committee will perform these functions, as well as consider the possibility that some additional special awards should be made (for example, awards for “Best Oral Paper”, “Best Poster”, etc.). The Honors Committee will recommend to the WTS Board criteria and procedures for selecting award winners. Once the Board approves these awards and methods, the Honors Committee will be responsible for the performance of these activities. Awards and honors are only a wonderful thing when they are done in a fair and proper manner.

Nomenclature Committee – Working time nomenclature is poorly defined in the literature, and significant international differences in definitions exist. This working group will develop operational definitions (when possible) for working time nomenclature, monitor the use of nomenclature, and recommend definition changes in nomenclature when needed. In addition, they will encourage Editors and symposium authors to use the WTS nomenclature. This committee will also work on the development of a standard working time notation system for use by Editors and authors. Finally, it will consider the development and implementation of a working time database, using WTS nomenclature and notation system.

Publications Committee - Papers from shiftwork symposia have been published, over the years, as books or as dedicated journal issues. The advantages and disadvantages associated with each of these two approaches are not the same. The Publications Committee will examine this publication issue, and develop some guidelines for the WTS Board to consider with regard to future publications. In addition, the Publications Committee will become an active agent-for-quality-publication. This might include tracking and promoting the citation and sale of past symposia papers, the endorsement of new publications, and/or the promoting future meetings. The Committee will solicit and consider all proposals for publication and then make recommendations on these proposals to the WTS Board. These proposals may or may not include a journal or book series dedicated to working time papers; endorsement of existing journals or meetings; and, organizing WTS Members to make presentations at non-WTS meetings.

Elections Committee – The first WTS election was a positive start towards a democratic organization, but our methods need improvement before we have another election. WTS might wish to use “nominations” made by a committee (in addition to open nominations). The WTS Board is working towards better geographical and gender representation, but it needs more guidance with regard to these issues. The Elections Committee will consider these issues in advance of election times, make practice recommendations to the Board, and carry out all future elections to office. The Elections Committee will organize, hold and tabulate all future WTS elections.

# Working Time Society

## Committee Email Addresses

### **Finance Committee**

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**SINET (to entire SINET list)** - [sinet@psychologie.uni-oldenburg.de](mailto:sinet@psychologie.uni-oldenburg.de)

**Working Time Society web site** - <http://time.iguw.tuwien.ac.at/>

## **Alexander Wedderburn as the 2003 President of the +30,000 member British Psychological Association**

We are pleased to report that a WTS Board Member, Alexander Wedderburn, has been elected the 2003 President of the +30,000 member British Psychological Association. Congratulations may be sent to Zander at [Zander@ecosse.net](mailto:Zander@ecosse.net).

## **FIRST ANNOUNCEMENT**

### **EQUITY AND WORKING TIME: A CHALLENGE TO BE ACHIEVED**

### **XVIth INTERNATIONAL SYMPOSIUM ON NIGHT AND SHIFTWORK**

Santos, Brazil

November 18 - 21, 2003

#### **Scope of the Symposium**

The Symposium on Night and Shiftwork is a biannual event organized under the auspices of the Scientific Committee on Night and Shiftwork of the International Commission on Occupational Health (ICOH) and the newly organized "Working Time Society". This symposium has a tradition of more than 30 years in providing up-to-date information on night and shiftwork as well as new trends in working time organization.

## **Purpose**

The ever-increasing social inequality among worldwide workers, especially in developing countries has been emphasized in several scientific meetings. Issues related to quality of life and social inequality should be taken into account in the organization of working time. The impact of night and shiftwork on workers' health varies significantly, not only within the same country but also among countries. Therefore, the focal point of the XVIth International Symposium on Night and Shiftwork will be the "equity and working time".

## **National Organizing Committee**

Frida Marina FISCHER  
Cláudia Roberta de Castro MORENO  
Lúcia ROTENBERG

## **Scientific Committee**

Anders KNUTSSON (Sweden)  
Arne LOWDEN (Sweden)  
Cláudia Roberta de Castro MORENO (Brazil)  
Donald TEPAS (USA)  
Frida Marina FISCHER (Brazil)  
Friedhelm NACHREINER (Germany)  
Josephine ARENDT (United Kingdom)  
Lúcia ROTENBERG (Brazil)  
Luiz MENNA-BARRETO (Brazil)  
Mikko HÄRMA (Finland)  
Peter KNAUTH (Germany)  
Peter SMITH (Australia)  
Simon FOLKARD (United Kingdom)

## **Deadlines**

01 July 2002 Second announcement with registration and abstract form enclosed  
01 March 2003 Submission of abstracts  
01 June 2003 Notification of abstract acceptance  
01 July 2003 Early registration

November 17, 2003; A pre-symposium activity will be offered to professionals and students on November 17th.

Title: "New Trends of Night and Shiftwork Organization"  
Simultaneous translation English-Portuguese will be provided.

November 18- 21, 2003; Opening lecture: Biological rhythms and human performance Simon Folkard

## **Topics**

1. New work relations and impact on health.
  - De-regulation of working time
  - Legislation: international and intercontinental agreements
  - Informal work
  - Work of adolescents
  - Aged workers



2. Diversity and equity: dealing with biological and social differences
  - Sleep and biological rhythms
  - Gender
  - Ethic aspects
  - Economic status
3. Multidimensional aspects related to health and well-being
  - Sleep disturbances
  - Cardiovascular effects
  - Reproductive hazards
  - Psychiatric disorders
  - Nutrition
  - Early aging
  - Combined effects of environmental and organizational factors
4. Building a safe environment
  - Prevention of traffic accidents
  - Risk assessment of working conditions
  - Ergonomic and organizational approaches
5. Methodological aspects of shiftwork research: comprehensiveness and limitations
  - Questionnaires
  - Interviews
  - Laboratory studies
  - Epidemiological design
6. Evening debate
  - Changes in work schedules or worker strategies: do they generate the same effects?

English is the official language of the symposium  
Simultaneous translation will not be provided

### **Congress Venue**

Hotel Parque Balneário  
Avenida Ana Costa, 555, Santos, SP, Brasil  
Phone: 55-13-3289-5700  
Fax: 55-11- 3171-3022  
<http://www.parquebalneario.com.br>

Santos is located on the Atlantic coast, 72 km from the city of São Paulo. It is the most important port in South America. Located not from the city is the Marine State Park "Laje de Santos". This spot is excellent for diving, the visibility on sunny days is 20m deep (visits by boat every weekend). An orchidarium, journeys by cable car, hiking trails around Mount Serrat for a bird's eye view of the city and the bay, are some of the tourist attractions. Santos boasts a garden extending over 5 km along the beaches and it will be included in Guinness Book of Records as the largest of its kind in the world. Additional information will be available at <http://www.santos.sp.gov.br>

**Additional information**

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[http:// www.fsp.usp.br/shiftwork2003](http://www.fsp.usp.br/shiftwork2003)  
e-mail: [shiftwork2003@edu.usp.br](mailto:shiftwork2003@edu.usp.br)

If you would like your name included in our mailing list, please fill out this form and return it to us by air mail or e-mail.

Last name First name

Complete address

Phone number Fax number

e-mail

# **27<sup>th</sup> International Congress on Occupational Health**

**ICOH Iguassu Falls, Brazil, 23 – 28 February 2003**

## **PRELIMINARY SCIENTIFIC PROGRAM**

### **8 AT-SITE PRE-CONGRESS COURSES**

· "New Developments and Trends in Occupational Hygiene: How to Put Them Into Your Practice"

- "New Developments and Trends in Biological Monitoring: How to Put Them Into Your Practice"
- "New Developments and Trends in Workers' Health Surveillance: The Sentinel Event Approach in Occupational Health"
- "New Developments and Trends in Hazards Surveillance: How to Put Them Into Your Practice"
- "New Developments and Trends in Work-Related Musculoskeletal Disorders"
- "The WHO/ICD International Classification of Work-related Diseases: The Usefulness of a Practical Tool"
- "New Developments and Trends in Work Related Mental Disorders"
- "The ILO and the Management of Integrated Occupational Safety and Health Systems: Some New Developments and Trends"

## **12 KEYNOTE ADDRESSES:**

### **"THE CHALLENGE OF EQUITY IN SAFETY AND HEALTH AT WORK"**

"ICOH and the Challenge of Equity in Safety and Health at Work" - Bengt Knave (Sweden)

"Inequalities (in Safety and Health at Work) That Are Inequities: Characterization and Magnitude of the Problem" - René Mendes (Brazil)

"Inequalities (in Safety and Health at Work) That Are Inequities: Causes and Consequences" – Carlos Aníbal Rodríguez (Argentina)

"The International Export of Hazardous Materials and the Health of Children: A Typical Case Study of Inequity" - Philip J. Landrigan (USA)

"Responses to the Equity Challenge in Safety and Health: Political Approaches" - Hernán Sandoval (Chile)

"Responses to the Equity Challenge in Safety and Health at Work: An Ethical Approach" - Maurizio Manno (Italy)

"Responses to the Equity Challenge in Safety and Health at Work: Provision of Health Care to Workers, in Equitable Bases" - Jorma Rantanen (Finland)

"Responses to the Equity Challenge in Safety and Health at Work: Improvement of Working Conditions in Equitable Bases" - Jukka Takala (ILO)

"Responses to the Equity Challenge in Safety and Health at Work: The Healthy Work Approach" – Richard Helmer (WHO)

"Responses to the Equity Challenge in Safety and Health at Work: An Environmental Health Approach" - Kazutaka Kogi (Japan)

"Responses to the Equity Challenge in Safety and Health at Work: The Power of Professionals' Mobilization" - Barbara J. McPhee (Australia)

"Responses to the Equity Challenge in Safety and Health at Work: A Tentative Agenda of Priorities" – René Loewenson (Zimbabwe)

## **26 TOPIC RELATED ROUND TABLES:**

### **"THE CHALLENGE OF EQUITY IN SAFETY AND HEALTH AT WORK"**

"Enhancing the Visibility of Safety and Health at Work: What Can Be Done?"

"Productivity and Safety and Health at Work: Myths and Realities"

"Globalization and Safety and Health at Work: Gains and Losses"

"Ethics and Equity in Safety and Health at Work: How to Translate Into Occupational Health Practice?"

"Health Examinations in Occupational Medicine Practice: Towards the Abolishment of Discrimination Practices"

"Biological and Genetic Monitoring in Equitable Bases: What Does It Mean?"

"Managing Occupational Health Services in Equitable Bases: What Does It Mean?"

"Provision of Health Care to Underprivileged Workers: Towards Sustainable Models"

"Primary Health Care and the Provision of Health Care to Workers: Advances and Feasible Perspectives"

"Improvement of Working Conditions on Equitable Bases: How Can Ergonomics Contribute to?"

"Improvement of Working Conditions on Equitable Bases: How Can Industrial Hygiene Contribute to?"

"Improvement of Working Conditions on Equitable Bases: Towards New Creative Models?"

"How Can The 'Healthy Workplace' Approach Be Useful For Occupational Safety and Health Professionals?"

"How Can The 'Burden of Disease' Approach Be Useful For Occupational Safety and Health Professionals?"

"The Health Promotion Approach at Workplace: Uses and Abuses"

"Policies for the Tobacco Free Workplace

"Recent Advances in Environmental Health Policies and Management and the Equity Perspective"

"Relationships Between Occupational Health and Environmental Health and the Equity Perspective"

"Environmental Health Techniques and Procedures That May Reduce Inequities: What Can Be Learned From?"

"The Gap Between What Is Known and What Has Been Introduced Into Occupational Health Practice"

"The Role of NGOs in Promoting Safety and Health at Work in Equitable Bases"

"Networking Through Internet: Sharing Experiences and Identifying Opportunities"

"Enhancing Equity Concerns Within Professional Associations: New Challenges and Opportunities"

"Priorities in Equitable Safety and Health at Work: Education and Training"

"Priorities in Equitable Safety and Health at Work: Research"

"Priorities in Equitable Safety and Health at Work: Services"

## **70 SYMPOSIUM SESSIONS**

Organized by ICOH Scientific Committees and Working Groups (To be confirmed):

"Accident Prevention"

"Aging and Work"

"Allergy & Immunotoxicology"

"An International Asbestos Ban Under an Equity Perspective"

"Cardiology in Occupational Health"

"Education and Training"

"Epidemiology in Occupational Health"

"Fibers"

"Handicap and Work"

"Health Services Research and Evaluation in Occupational Health"

"History of Prevention of Occupational and Environmental Diseases"

"ICOH Code of Ethics x Biological Monitoring"

"ICOH Network on Tobacco Free Workplaces"

"Indoor Air Quality & Health"

"Industrial Hygiene"

"Musculoskeletal Disorders"

"Neurotoxicology and Psychophysiology"

"Occupational and Environmental Dermatoses"

"Occupational Health and Development in Africa"  
 "Occupational Health and Development in Asia"  
 "Occupational Health and Development in Brazil" (3 sessions)  
 "Occupational Health and Development in Latin America and the Caribbean"  
 (3 sessions)  
 "Occupational Health in Chemical Industry" (Medichem)  
 "Occupational Health in the Construction Industry"  
 "Occupational Health for Health Care Workers"  
 "Occupational Health in Agriculture"  
 "Occupational Health in Nursing" (2 sessions)  
 "Occupational Health Services in Small-Scale Enterprises"  
 "Occupational Toxicology"  
 "Organic Dusts"  
 "Pesticides"  
 "Radiation and Work"  
 "Reproductive Hazards in the Workplace"  
 "Respiratory Disorders" (2 sessions)  
 "Shiftwork"  
 "Thermal Factors"  
 "Toxicology of Metals"  
 "Unemployment & Health"  
 "Vibration and Noise" (2 sessions)  
 "Work and Vision"  
 "Work Organization and Psychosocial Factors"

**Other Suggested or Programmed Symposia:**

"AIDS and Work"  
 "Child Labor"  
 "Collective Negotiation in Safety and Health Issues: Brazilian Experience"  
 "Ergonomic Program for Upper Limbs Disorders - EPM Methods"  
 "Health Promotion at Workplaces"  
 "Human Genoma and Occupational Health"  
 "Occupational Exposure to Benzene: Advances and Trends Under a Tripartite  
 Perspective"  
 "Occupational Health and Safety Legislation: An International View" (2  
 sessions)  
 "Occupational Health and Safety Legislation in MERCOSUL - Critical  
 Analysis"  
 "Occupational Health for Public Services Workers"  
 "Occupational Health: From Tropical Rain Forest to Urban Jungle"  
 "Occupational Health in Aviation Activities"  
 "Occupational Health Institutes: Trends and Perspectives of Research  
 Priorities"  
 "Silicosis" (2 sessions)  
 "The Latin American Association on Occupational Health (ALSO) and the  
 Improvement of Working conditions"  
 "The Role of ICOH National Secretaries in Promoting Occupational Health"  
 "Volunteers in Occupational Health"

# CALLS FOR PAPERS

# KONAS IAIFI 2002

Night and Shift Work Seminar  
in relation to  
the 11<sup>th</sup> Congress of Indonesian Physiological Society  
and  
the 13<sup>th</sup> National Seminar on Physiology  
THE GRAND BALI BEACH - SANUR, BALI  
15 - 17 OCTOBER 2002

**With the compliments of**

1. Udayana University
2. International Union of Physiological Sciences
3. Ikatan Ahli Ilmu Faal Indonesia (IAIFI)
4. Organizing Committee

**Organized by:**

Dept. of Physiology, Udayana University, School of Medicine  
Jalan P.B. Sudirman Denpasar 80232  
Telp. +62(0361) 226132  
Fax. +62(0361) 246656  
E-mail: iaifibali@yahoo.com, adman@denpasar.wasantara.net.id

**TIME SCHEDULE OF PAPERS**

- Deadline of abstract via e-mail by 15 July 2002
- Accepted abstract will be announced by 15 August 2002
- Deadline of full paper (hard copy and floppy disc) by 15 September 2002

**Abstract should be:**

- max. 200 words, in Times New Romans 12
- consist of title, address (with e-mail), aims, method, result and discussion, conclusion, keywords.

**Full papers (presentation or poster) should be:**

- in English or Indonesian, in Times New Romans 12, 1.5 spacing.
- max. 8 pages A4 (include table, photos and references), with top and left margin is 3 cm, right and bottom margin is 2.54 cm.
- started with title, author (s) and address (with e-mail), abstract, introduction, material and method, result, discussion, conclusion, references and attachment.
- references: Harvard Style.

**ACCOMMODATION**

The accommodation were available in three criteria:

- Grade A (4 - 5 star) : Rp. 350.000,- - 500.000,- (double)
- Grade B (1 - 3 star) : Rp. 150.000,- - 350.000,- (double)
- Grade C : < Rp. 150.000,- (double)

For reservation, please contact I G A Suestri, telp. (62-361) 414864, Fax. (62-361) 414864, HP. 08123962851 and e-mail: [suesbswtour@dps.centrin.net.id](mailto:suesbswtour@dps.centrin.net.id)

### REGISTRATION

1. Registration fee for Congress and Seminar :
  - before 31 August 2002 : Rp. 500.000,- / around US\$50,-
  - after 31 August 2002 : Rp. 600.000,-/US\$60.-
2. Registration fee for Courses (Pre -Congress) : Rp. 150.000,- / course/around US\$15.-
3. Accommodation fee is according to the hotel that you choose.

Please transfer all of the fees to the Acc. of Bank BNI '46 Cabang Denpasar, No. 034.780419317.901, by name of dr. Dewa Putu Sutjana

✂-----

### REGISTRATION FORM

Panitia Pelaksana Konas IAIFI 2002  
Lab. Fisiologi FK Unud  
Jl. PB. Sudirman Denpasar

Please registered as the participant of Konas IAIFI 2002:

N a m e : \_\_\_\_\_  
Institution : \_\_\_\_\_  
Address : \_\_\_\_\_  
Telp / HP : \_\_\_\_\_  
e-mail : \_\_\_\_\_

Paper's tittle is :

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Registration fee ( ), accommodation fee ( ) and courses fee ( ) \*) have been transferred to Acc of Bank BNI '46 Denpasar No. 034.780419317.901, by name of dr. Dewa Putu Sutjana.

....., .....2002  
Name and signature



## TENTATIVE SCIENTIFIC PROGRAM

### Monday, 14 October 2002 (Courses/Workshop)

Time	Agung Room	Raja Room	Legong & Pendet Room	Joged & Kecak Room
08.30 – 10.00	Ergonomics and Shift work, problem and solution by Prof Giovanni Costa, Italy	Education in Physiology By Prof Ann Sefton et al. (Australia, USA and Indonesia)	Seminar on Obesity and Fitness	Course on Sport Physiology
10.00 – 10.30	Break			
10.30 – 12.00	Ergonomics and Shift work, problem and solution by Prof Giovanni Costa, Italy	Education in Physiology By Prof Ann Sefton et al. (Australia, USA and Indonesia)	Seminar on Dengue Fever	Course on Sport Physiology
12.00 – 13.00	Lunch			
13.00 – 14.30	Design of Display and Controls and their arrangement by Prof Hal Hendrick, USA	Education in Physiology By Prof Ann Sefton et al, (Australia, USA and Indonesia)	Seminar on Low & High Blood Pressure	Course on Sport Physiology
14.30 – 15.00	Break			
15.00 – 16.30	Ergonomics Checklist by Prof Sadao Horino, Japan	Education in Physiology By Prof Ann Sheton et al, (Australia, USA and Indonesia)	Seminar on Diabetes Mellitus	Course on Sport Physiology

### Tuesday, 15 October 2002 ( Congress & Seminar )

Time	Agung Room	Raja Room	Legong Room	Pendet Room	Joged Room	Kecak Room
09.00 - 09.30	Opening Ceremony					
09.30 - 10.00	<b>Keynote Macro Ergonomics by Prof . Hal Hendrick, USA</b>					
10.00 - 10.30	Break					
10.30 - 11.30	Seminar on Sport Physiology I by Dr. M. Moosavi	Seminar on Night and Shift Work I	Free Communications	Free Communications	Free Communications	Free Communications
11.30 - 13.00	Lunch Symposium					

13.00 - 13.30	<b>Keynote Human Centered Design and Standard by Prof S. Horino, Japan</b>					
13.30 - 14.30	Seminar on Sport Physiology II	Seminar on Night and Shift Work II	Free Communications	Free Communications	Free Communi cations	Free Communi cations
14.30 - 15.00	Break					
15.00 -- 16.00	Seminar on Good Ergonomics Is Good Economic by Prof Hal Hendrick, USA	Seminar on Aviation Physiology	Free Communications	Free Communications	Free Communi cations	Free Communi cations
Departure to Campus of Udayana University at Bukit Jimbaran						
17.00 - 20.00	Welcome Cocktail Party by Chancellor of Udayana University (Main Lobby)					

### Wednesday, 16 October 2002 ( Congress & Seminar )

Time	Agung Room	Raja Room	Legong Room	Pendet Room	Joged Room	Kecak Room
08.00 - 09.00	Poster Presentation					
09.00 - 09.30	<b>Keynote 24 Hours Society by Prof Giovanni Costa, Italy</b>					
09.30 - 10.00	Break					
10.00 - 11.30	Seminar on Automobile Transportatio n by Prof Horino, Japan	Seminar on Molecula r Physiolo gy / Genomic	Free Communi cations	Free Communi cations	Free Communi cations	Free Communi cations
11.30 - 13.00	Lunch Symposium					
13.00 - 14.00	<b>Keynote by Prof. Lim Kee Yong</b>					

14.00 – 15.30	Seminar on Hospital Ergonomics	Seminar on Industrial Athlete I	Free Communications	Free Communications	IAIFI Congress	
15.30 – 16.00	<b>Break</b>					
16.00 – 17.00	Seminar on Working Times Organization and Health, by Prof Giovanni Costa, Italy	Seminar on Industrial Athlete II	Free Communications	Free Communications	IAIFI Congress	16.00 – 17.00
<b>Departure to Dinner Party at Jaya Sabha</b>						
18.00 – 21.00	<b>Dinner Party by Governor of Bali (Jaya Sabha, Jl. Gajah Mada Denpasar)</b>					

Thursday, 17 October 2002 ( Congress & Seminar )

<b>Time</b>	<b>Bali Hai Room</b>	<b>Legong Room</b>	<b>Pendet Room</b>	<b>Joged Room</b>	<b>Kecak Room</b>
08.00 – 09.00	<b>Poster Presentation</b>				
09.00 – 09.30	<b>Keynote by Dr Aida (SEAES President)</b>				
09.30 – 10.00	<b>Break</b>				
10.00 – 11.30	Seminar on Aging and Work	Seminar on Deep Sea Physiology	Seminar on Veterinary Physiology	Seminar on Reproductive Physiology	Free Communications
11.30 – 13.00	<b>Lunch Symposium</b>				
13.00 – 13.30	Keynote By Dr Siswanto A W (National Family Planning Coordination Board)				
13.30 – 15.30		Free Communications	Free Communications	Seminar on Reproductive Physiology	Free Communications
15.30 – 16.00	<b>Break</b>				
16.00 – 17.00	Closing Ceremony				