

Triennial Report 2009–2011



International Commission on Occupational Health
Commission Internationale de la Santé au Travail

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Triennial Report 2009–2011

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ICOH General Assembly I on 22 March 2009, Cape Town, South Africa



ICOH General Assembly II on 27 March 2009

ICOH Board and Officers – Triennium 2009 – 2011



Seated (left to right) Sergio Iavicoli, Marilyn Fingerhut, Jorma Rantanen,
Kazutaka Kogi, Suvi Lehtinen, Mary Ross
Standing (middle, left to right) Timo Leino, Claudio Taboadela, Peter Westerholm,
Jorge Morales, John Harrison, Giovanni Costa
Standing (back row, left to right) Thomas Kieselbach (deceased), Harri Vainio,
Seong-Kyu Kang, Frank van Dijk, Antonio Mutti, Norito Kawakami

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Industrial Hygiene Since 2011	Peter S.J. Lees, USA Acting Nils Plato Sweden	Nils G. Plato, Sweden Acting Lena Andersson Sweden
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Neurotoxicology and Psychophysiology	Roberto Lucchini Italy	Eun-A Kim Republic of Korea
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Scientific Advisory Committee
Task Group on Information
Task Group on Constitution,
Bye-Laws and Guidelines
Task Group on Membership

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International Communication
and Information Technology

Chair

Max Lum

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Working Group on Young Workers
and Child Labour
Working Group on Professional Curricula
Working Group on the Elimination of
Asbestos-related Diseases
Working Group on Participatory
Approaches in Occupational Health
Working Group on Nanomaterial
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President's Report 2009–2011 Triennium

Dr. Kazutaka Kogi



General

The 2009–2011 triennium has been a productive period for ICOH. The period is marked with the need to meet the new challenges of today's increasingly globalizing economy regarding improving working conditions in both industrially developed and developing regions. At the ICOH 2009 Congress, we confirmed the urgent need for strengthening international collaboration in improving the conditions of work, health, safety and well-being at work, and for providing effective and basic occupational health services to all working people throughout the world, particularly in developing regions. These goals are stated in the ICOH Centennial Declaration approved at the time of the ICOH 2006 Congress in Milan and followed up in our activities. It was fitting that for this second triennium following the centennial event, we agreed at the Cape Town General Assembly and Board Meeting in March 2009, to focus on the priority action plans to continue and renew our effort towards these goals. In the three years since that time, ICOH has carried out activities according to the lines set by the Centennial Declaration and the action plans.

In our renewed effort, ICOH has been active in all the essential elements of the mission, i.e., research, information, training and reinforcing good practices in our field. We have also worked together to strengthen ethical conduct in occupational health activities both within and outside ICOH. Following the discussion at the Midterm Meeting in Milan in February 2011, a special effort has been undertaken to review the ICOH Code of Ethics. The continuation of organizational development, including the development of membership, strengthening internal and international collaboration and reinforcing information activities, has been emphasized throughout these activities.

A concerted effort has been made in the organization of the ICOH 2012 Congress to be held in Cancun from 18–23 March 2012. The shift of the Congress site from Monterrey to Cancun was necessary in view of the security concerns around Monterrey. The work for the organization of the ICOH 2012 Congress is in good progress with the excellent initiative of Congress President Jorge A. Morales-Camino and the Organizing Committees with the assistance of Vice President Bonnie Rogers as Chair of the Scientific Advisory Committee and the officers of all the ICOH Scientific Committees.

This report presents a summary of the ICOH activities undertaken during the 2009–2011 triennium. Detailed reports are also presented on various special activities and can be referred to for more information.

Priorities of ICOH action

At the General Assembly on 27 March 2009, the following four priorities of action and the organizational development of ICOH were approved for the current triennium:

1. Advancing proactive risk assessment and control at work (in comprehensive procedures and responses to both traditional and emerging issues)
2. Extending occupational health services to all workers in all countries (through management systems practices, teamwork meeting varying needs, training and development of Basic Occupational Health Services)
3. Developing action-oriented ICOH toolkits (for direct use in achieving good practices and in action-oriented training and for facilitating worker participation)
4. Strengthening the ICOH network for worldwide action (by collaborative activities of Scientific Committees, National Secretaries, Board Committees, Task Groups and Working Groups and joint projects and in collaborating with international allies and occupational health institutions).

These priorities have been addressed extensively by our collaborative efforts within our network, together with the various activities for organizational development and the review of the Code of Ethics. Main outcomes are reported as they form the basis of our future work.

1. Advancing proactive risk assessment and control at work

The advancement of comprehensive and proactive risk management has been undertaken through Scientific Committees, Working Groups and ICOH-related projects.

- A) The scientific meetings of Scientific Committees and related conferences have discussed recent developments in managing work-related health and safety risks. Assessment of new risks, including psychosocial risks, linked with practical control measures has been highlighted. The proceedings of these meetings, including those reported in scientific journals, clearly show the progress in upgrading proactive workplace procedures for preventing work-related risks. A number of Scientific Committees are developing guidelines or guidance materials for supporting risk assessment and control processes at the workplace. It is hoped that the field use of these guidelines and materials will be promoted. These new developments will be reported and discussed during the ICOH 2012 Congress.
- B) Working Groups on Occupational Infectious Agents, Participatory Approaches in Occupational Health, the Elimination of Asbestos-related Diseases, and Young Workers and Child Labour are preparing guidance materials on action-oriented risk management for use by occupational health services. The Working Group on Professional Curricula has focused on the development of a global online platform for guidelines and learning materials on the management of work-related risks and occupational health services. These guidance and learning materials

are based on recent ICOH activities and will be useful for promoting proactive risk management procedures.

- C) A renewed emphasis has been placed on the prevention of serious health risks at work, including the global ban of asbestos and the elimination of asbestos-related diseases, prevention of occupational infectious diseases, precautions for nanomaterial workers and preventing excessive physical and mental stress at work. New initiatives by relevant Working Groups and Scientific Committees have led to our concerted actions for primary prevention of these health risks. The Scientific Committee on Respiratory Disorders issued an executive statement in 2011 calling for a total asbestos ban and prevention of new cases of asbestos-related diseases as well as for the compilation of national asbestos profiles and effective secondary and tertiary prevention. The Working Group on the Elimination of Asbestos-related Diseases is examining international support measures in this area. The Working Group on Occupational Infectious Agents developed the ICOH model policy on HIV for small and medium enterprises and proposed useful guidelines regarding pandemic influenza and a manual on good occupational health practices. The position paper regarding collaboration in research and practice for psychosocial factors at work is prepared by the Scientific Committee on Work Organization and Psychosocial Factors. Guidance materials in the form of guidelines and practice guides are developed by other Scientific Committees and Working Groups. The Working Group on Nanomaterial Workers' Health, newly formed following the ICOH Midterm Meeting in February 2011, has examined the unique contribution ICOH can make in the area of nanomaterial workers' health and proposes a new Scientific Committee on Nanotechnology. In the triennium, ICOH contributed to the examination and adoption of the new ILO List of Occupational Diseases in 2010, and continues its collaboration with ILO for upgrading the workplace management of emerging risks.
- D) There has been notable progress in research efforts on the relationship between work and health and on the development of working conditions conducive to health, safety, the well-being and work ability of workers and their contribution to the productivity of their workplaces. This is noted in various conferences of Scientific Committees and relevant international and regional meetings in which ICOH members actively participated. Advances have particularly been made in developing workplace measures for enhancing the mental health of workers and preventing work stress in different work settings. The collaborative research of Scientific Committees has played leading roles in these aspects.
- E) Advances can be seen in developing training methods in the action-oriented management of work-related risks, especially through the activities of the Scientific Committee on Education and Training in Occupational Health, and the Working Group on Professional Curricula. The need is recognized to revitalize the Scientific Committee for developing up-to-date education and training materials including

the use of website facilities. The exchange of information regarding the advances in risk assessment procedures are promoted by means of these materials. ICOH actively supports the initiative for a new website facility for workers' health education through the Working Group on Professional Curricula, as described below.

- F) The development of scientific programmes at the ICOH 2012 Congress has also focused on the progress in proactive risk management procedures. This has fittingly involved Scientific Committees that concentrate on the effective use of these proactive procedures. A special emphasis is placed on evidence-informed procedures for risk assessment that can lead to prompt risk reduction at the workplace. The discussion at the 2012 Congress will further clarify the progress.

2. Extending occupational health services to all workers

A number of initiatives for developing and extending occupational health services have been launched at various levels. Recent developments include the following.

- A) An extensive review has taken place in Scientific Committees and Working Groups about the means of developing and disseminating effective occupational health services to various industries, in particular to small and medium-sized enterprises and to informal workplaces. The need to compile guidance materials reflecting these developments is recognized. Outstanding progress has been made by the Working Group on Professional Curricula in providing, for direct use by occupational health services, website facilities for online accessible training materials (particularly through www.workershealtheducation.org). Further advances in the development and use of the website facilities need to be reinforced with the support of the Scientific Committees and Working Groups.
- B) ICOH has collaborated with WHO and the ILO in the development of guidance and training materials in line with the WHO Global Plan of Action on Workers' Health (2007) and the ILO Global Strategy on Occupational Safety and Health (2003), especially in the development of occupational health services in various sectors. In particular, joint efforts are in progress for the development and dissemination of Basic Occupational Health Services (BOHS) in this collaboration. The emphasis is placed on the primary prevention of occupational and work-related diseases and injuries and on the preparation of guidelines for BOHS practices. A prominent trend is to extend BOHS to small-scale and informal workplaces in association with the primary health care approaches. In close collaboration with the ILO, ICOH has promoted the development and use of participatory action-oriented training for improving working conditions and the work environment utilizing WISE (work improvement in small enterprises) and WIND (work improvement in neighbourhood development for agriculture) approaches.
- C) In collaboration with WHO and its Collaborating Centres in Occupational Health, ICOH has contributed to developing guidelines, training

of trainers and supporting pilot projects for BOHS. The main target groups are primarily workers in small-scale enterprises, agriculture, the self-employed and informal sectors. This includes development of training methods and compilation of good practices. A global online platform has been created by the Working Group on Professional Curricula for educational materials for BOHS and for the exchange of opinions and experiences on BOHS. The Task Group on Restructuring and Occupational Health provided basic guidance for occupational health services in response to changes in employment structures in the globalizing economy. The Working Groups on Participatory Approaches in Occupational Health and Young Workers and Child Labour are likewise contributing to the provision of practical guidelines. Examples include the preparation of a practical guide for occupational health services about protecting young workers from work-related injuries and illnesses, adequately dealing with child labour issues, and the publication of a new practical manual for facilitating participatory action-oriented training in occupational health.

- D) Country-wide programmes for BOHS have been supported through policy advice, guidance materials and support for implementation in China, Thailand, Vietnam and the Balkan area. A new action guide for incorporating participatory workplace improvement methods within BOHS has been prepared in cooperation with the ILO.

3. Developing action-oriented ICOH toolkits

In line with 1) and 2) above, special efforts have been made for developing action-oriented toolkits for use in occupational health services.

- A) The development of guidelines and training materials for risk management procedures and for extending occupational health services, reported at ICOH-related conferences and symposia, has focused on the provision of action-oriented toolkits. It is encouraging that a number of Scientific Committees and Working Groups are planning to provide practical guidelines and training tools of this kind. The exchange of experiences in this development is encouraged in order to attain wider use of proactive types of toolkits in occupational health services.
- B) ICOH and the International Ergonomics Association (IEA) jointly published Ergonomics Guidelines for Occupational Health Practice in Industrially Developing Countries in 2010. The Guidelines aim at supporting occupational health practitioners in developing countries in assessing and controlling ergonomics risks at the workplace. Workplace survey sheets, a workplace checklist and basic principles of occupational ergonomics are provided. The Guidelines serve as a typical ICOH toolkit and will be placed on the websites of the two organizations.
- C) Through ILO projects and the WHO Collaborating Centres Network, ICOH has contributed to the development of guidance and training tools for supporting BOHS in small enterprises, agriculture and informal workplaces. Their effectiveness in BOHS programmes must be examined in several countries. With the support of ICOH, significant

progress has been made in developing participatory training packages, applying WISE and WIND approaches for their use in small-scale and informal workplaces, and in agriculture.

- C) The Working Group on Participatory Approaches in Occupational Health is reviewing the various action-oriented toolkits utilized in participatory training programmes including WISE, WIND and other similar methods. New participatory training packages have been developed for home workers, for waste collectors and waste recycling centres, for training of trainers in WISE methods and for preventing pandemic influenza. Guidelines for participatory approaches in occupational health practices have been compiled based on these recent experiences. An action guide on BOHS and work improvement in small and medium-sized enterprises has been provided through an ILO project for promoting wider co-operation for prioritizing activities for good occupational safety and health practices.

4. Review of the Code of Ethics

The review of the International Code of Ethics for Occupational Health Professionals has been undertaken at the initiative of the Ethics and Transparency Committee. The review results may serve as the basis for making the necessary amendments.

- A) The review of the International Code of Ethics for Occupational Health Professionals was initiated by the Ethics and Transparency Committee at the initiative of Committee Chair Peter Westerholm. The aim of the review was to update the present Code by adding supplementary articles or texts so as to facilitate the reading of the Code. The members of the Committee on Ethics and Transparency, John Harrison, John Howard, Giovanni Costa, Michel Guillemin, and Peter Westerholm, performed the review. Marilyn Fingerhut acted as liaison for the Committee in securing the contribution of John Howard, assigned to high public office responsibilities. Code Group members in Africa, Latin and South America and Asia regions all provided input to the review. The Committee was expanded to constitute a Code Review Group, and for contacts with occupational health professionals in the regions, Leslie London, Godfrey B. Tangwa (Africa), Seichi Horie (Asia) and Julietta Rodrigues-Guzman (Latin and South America), as well as Past President Jorma Rantanen and Secretary General Sergio Iavicoli were commissioned as members of the Code Review Group.
- B) In the meantime, in October 2010, the United Nations Medical Directors Working Group agreed to align itself with the ICOH Code of Ethics and advises that any UN organizational statements of ethics in occupational health matters should be guided by the ICOH Code. This has reconfirmed the crucial importance of the Code for widely applying clear ethical principles in all our activities.
- C) At the Midterm Meeting held in Milan in February 2011, the initial review results by the Ethics and Transparency Committee were presented to the Board and to the Joint Meeting of the officers of the Scientific

Committees and the Board. The Board members and the officers of the Scientific Committees discussed the issues presented and agreed to submit their comments to the Ethics Committee Chair within the first half of 2011. The initial review results were also distributed to the National Secretaries to seek their comments.

- D) Taking into account the remarks presented from Board members and from a number of Scientific Committees and National Secretaries following the Midterm Meeting, the Ethics Committee presented their final review results in September 2011 in the form of a memorandum by Peter Westerholm and a draft Code text. The review draft presented by the Code Review Group was extensive and covered all the sections of the current Code. The review results confirmed the appropriateness of keeping the current structure of the Code and indicated the issues requiring the revision of the Code including those related to health promotion and the well-being of workers, research and contribution to scientific knowledge, the access and use of collective and individual health data, conditions for execution of functions, and conflicts of interest. The suggested changes in the text of the Code were relatively extensive possibly increasing the total length of the Code to a considerable extent.
- E) In consultation with the Code Review Group Chair, a Code review meeting was organized on 20 September 2011 in Rome and attended by G. Costa, M. Guillemin, S. Iavicoli, K. Kogi, J. Rantanen, and P. Westerholm. It was agreed that the changes in the Code be minimized by examining the issues considered for revising the Code text while keeping the current structure. This was considered necessary as the submitted draft contained a number of relatively lengthy text revisions that required re-examination. It was further agreed that a Code editing group be organized, chaired by the President. Subsequently, it was agreed to report the review results to the meetings of the Board and the officers of the Scientific Committees to be held in conjunction with the ICOH 2012 Congress. At the meetings, the editing process based on the review results will be discussed, with a view to minimizing the changes to be incorporated while retaining the current structure of the Code. Sincere thanks are due to the members of the Ethics and Transparency Committee and the Code Review Group for their extensive review work.
- F) During the ICOH 2012 Congress, a special session on the Code of Ethics has been organized to discuss the ideas underlying the Code review and their relevance to the application of the Code in real-life case scenarios with ethical dilemmas.
- G) The editing of the Code text is to be continued, amendments will be made by taking into account the review results in the forthcoming triennium. A draft revised Code of Ethics will be presented to the Board in due course, after consultations with relevant colleagues in allied international organizations, for its adoption in English and in French. In view of the critical role of the ICOH Code of Ethics in occupational

health practice worldwide, we look forward to the continued joint effort to finalize the Code review in the near future.

5. Strengthening ICOH network activities

Various activities are undertaken to strengthen ICOH network activities, particularly through collaboration among the Scientific Committees, Working Groups, the Task Group on Information, the Network on International Communication and Information Technology and the National/Area Secretaries. Many of these activities are closely linked with the organizational development of ICOH.

- A) The activities undertaken by ICOH and its members during the triennium reconfirmed the vital importance of strengthening ICOH network activities. At the core of the networking functions are the constant exchanges of scientific research results and good occupational health practices, carried out through scientific meetings and website facilities as well as through the education, training and information activities at various levels involving ICOH members. It is important that awareness is growing of the need and advantages of accelerating such exchanges through various local and inter-country projects in occupational health and safety. Attempts are being made to promote the strategic priorities of ICOH activities, i.e., proactive risk management at work and teamwork services for all workers, by strengthening collaborative research and practice interchanges at these various levels. The ICOH-related website facilities and online schemes play increasingly vital roles.
- B) The activities of the National Secretaries have been strengthened by facilitating the election process, developing work plans for each National Secretary, and utilizing ICOH's administrative supports. Over 60 National/Area Secretaries have been appointed. On the ICOH website, the National Secretaries' Virtual Office has contributed to the implementation of the roles of National Secretaries. This includes the membership campaign. A questionnaire survey on the status of occupational health and safety was launched in 2010, and over 40 replies have been collected for comparing and examining the reported status. A series of National Secretaries' regional meetings was held during the period of 2009–2011. It is important to further develop this two-way communication in a dynamic way.
- C) Scientific Committees as well as Board Committees (Ethics and Transparency, Finance, and Scientific Advisory Committees) and Task Groups (Constitution, Bye-Laws and Guidelines, Information, Membership, and Restructuring and Occupational Health) and Working Groups constitute the core of the ICOH network, together with the active collaboration of ICOH members. Joint meetings held by Scientific Committees, and the exchange of positive experiences of them and the Working Groups contribute to the development of action-oriented training and information materials. The ICOH Secretariat has provided a template for the Scientific Committees and a number of Scientific Committees have their own websites. The Scientific Committees' Virtual Office on the ICOH website includes all the documents relevant to their activity and scheduled outcomes.

- D) The Task Group on Information has enhanced information activities through various ICOH actions as described below. The Task Group acts as the Editorial Board of the Newsletter and the ICOH website, and has contributed to disseminating information essential to ICOH's work.
- E) The Network on International Communication and Information Technology has strengthened its networking activities focusing on new opportunities offered by the social media. ICOH brief news is now disseminated on Twitter, an activity arranged by Network Chair Max Lum (www.twitter.com/ICOHbuzz).
- F) Through these activities, the scope for promoting information activities more systematically has been expanded. The need to further strengthen the ICOH network by exploring effective ways of internal communication of ICOH is recognized.

Organizational development

Developing ICOH as an Association has continued to be a high priority during the triennium. This includes continued strengthening of organizational arrangements, collaboration with allies, information activities, and the membership campaign. Renewed attention has been drawn to the ICOH Good Association Practice Guideline and to the review of ICOH's overall performance in relation to the Constitution, Bye-Laws and Code of Ethics.

1. Continuation of ICOH's Organizational Development

Continued special efforts have been made to strengthen decisions made by the Board and Officers. The Ethics and Transparency, Finance and Scientific Advisory Committees work directly with the Officers and the Secretariat to reinforce the integrity and accountability of ICOH's work as a professional association. The Task and Working Groups, including newly formed ones, provide direct support for ICOH's work in specific areas. Operational guidelines, including the ICOH Good Association Practice Guideline, produced in the previous triennium, contribute to the organizational development of all ICOH's work.

- A) The review work of the International Code of Ethics initiated by the Ethics and Transparency Committee has led to the examination of relevant ICOH activities. The review of the Code undertaken by the Code Review Group comprising specialists from regions has a practical orientation, which aims at guideline character and addressing fundamental ethical values in the occupational health realm. As stated above, participation of the Board, Scientific Committees and National Secretaries in this task following the Midterm Meeting has contributed to reinforcing the internal discussion about the mission of our organization. The ethical conduct of occupational health professionals was discussed at a number of ICOH-related conferences. This process has confirmed the need to function as a leading body for the continual development of occupational health practice guided by ethical principles. The Transparency Declaration Form has been implemented by all Board Members,

Officers, Scientific Committee Officers and National/Area Secretaries. Furthermore, ICOH sets its ethical principles as a condition for its contract-making and collaboration with every partner. Every training event organized by ICOH is called on to include an element of professional ethics related to the topic in concern.

- B) The Scientific Advisory Committee has examined ICOH actions for promoting scientific research and formulating the scientific programmes at the ICOH 2012 Congress with the support of the Congress organizers. As in previous triennial Congresses, Scientific Committees are collaborating in the organization of scientific programmes of the ICOH 2012 Congress, and have helped develop Special Sessions. Almost 120 Special Sessions are planned. This close collaboration is accelerating the advancement of research in various fields of interest.
- C) In addition to the Task Groups on Information and Membership, a new Task Group on Restructuring and Occupational Health has examined and promoted the occupational health dimensions of restructuring and non-regular employment, particularly on the basis of new developments in the EU region. Unfortunately, Task Group Chair Thomas Kieselbach passed away in 2011. However, the Working Groups dealing with these dimensions are continuing with the tasks. Three new Working Groups have been organized on Participatory Approaches, the Elimination of Asbestos-related Diseases, and Young Workers and Child Labour, and are developing ICOH policies and guidance materials. It is important to intensify actions towards the global ban of asbestos and the protection of workers. ICOH's position regarding the global asbestos ban is presented on the ICOH webpages. The Task and Working Groups, including those on Occupational Infectious Agents and Professional Curricula, are developing guidance measures for occupational health practice, in particular for Basic Occupational Health Services and for promoting training and education activities.
- D) Strengthening the work of Scientific Committees has been carried on by Vice President Bonnie Rogers and the ICOH Secretariat. The ICOH Secretary General allocated small grants to support Scientific Committee meetings and the participation of members from developing countries. Scientific Committees have reinforced their organizational operations involving active members with the support and coordination of the Vice President and the Secretariat. Thirty-four Scientific Committees organized over 100 scientific conferences during the triennium. Many Scientific Committees have jointly co-sponsored conferences and other activities with other Scientific Committees. A number of publications, including scientific proceedings, have been produced from these conferences and activities. Furthermore, the Scientific Committees have actively developed Partnerships and collaboration with other entities and organizations. These developments are reported on the ICOH website and linked web facilities of the Scientific Committees. In each area of competence, Scientific Committees are advancing their active and leading roles for developing scientific research and practice, reflecting the many changes in employment and working conditions. Please refer to the report on Scientific Committees.





- E) The networked activities of National Secretaries have been organized in line with the guidelines. Support measures for National Secretaries and regional level cooperation have been reinforced by Vice President Suvi Lehtinen and the ICOH Secretariat. Secretary General Sergio Iavicoli and the ICOH Secretariat reorganized the utilization of the ICOH website by National Secretaries, making their work easier to implement. The work plans and co-ordinated activities of National Secretaries have been actively communicated through the Vice President's Information Letters and the activity reports of the National Secretaries. Here a reference is made to the special report. By means of this two-way communication and the active use of the Virtual Office for National Secretaries on the ICOH website, many National Secretaries actively supported ICOH's activities, often in close liaison with the Scientific Committees and relevant national associations.
- F) Joint meetings of National Secretaries were organized in Cape Town in 2009 and since then by Vice President Suvi Lehtinen in the major regions in 2010–2011. These joint meetings were very rewarding in strengthening the activities of the National Secretaries: membership campaigns, interactions of ICOH members and regional co-operation in particular.

2. Developing collaboration with international allies

ICOH is an officially recognized NGO in the ILO and WHO with access to ILO and WHO official meetings. Collaboration with sister NGOs is also developing.

- A) Close collaboration with the ILO has continued by contributing to the promotion of the ILO Global Strategy on Occupational Safety and Health, Framework Convention 187, and national projects. ICOH issued its statement on the World Day for Safety and Health at Work on 28 April in 2009, 2010 and 2011 to reinforce this collaboration. ICOH has contributed to the renewal of the ILO List on Occupational Diseases as an observer at the meeting of experts on the list in October 2009. The new List was adopted in March 2010 and provided an excellent impetus for upgrading occupational health risk management. Support for the implementation of BOHS has been shown jointly at regional and country levels. ICOH supported ILO in the development of stress prevention at work checkpoints, the revision of ergonomic checkpoints for practical improvements in safety, health and working conditions, and in the editing of ergonomic checkpoints in agriculture. During 2010–2011, ICOH supported the ILO activities for developing BOHS in some Asian countries, including the ILO project for the development and use of an action guide for incorporating participatory work improvement training in BOHS activities.
- B) Close collaboration with WHO has continued at all relevant levels, including joint efforts to promote the WHO Global Plan of Action on Workers' Health and regional and country level activities as well as active participation in the WHO Collaborating Centres Network in Occupational Health. In particular, ICOH has supported pilot projects and the development of practical guidelines for BOHS. In some countries,

collaboration is in progress for producing practical training materials for BOHS implementation together with both the ILO and WHO. At the WHO Executive Board meeting in May 2010, ICOH Board Member Michel Guillemin presented an ICOH/IEA/IOHA joint statement regarding child injury prevention. This led to the successful inclusion of the issue in the WHO Executive Board Child Injury Prevention resolution in January 2011, for its adoption at the World Health Assembly in May 2011. In June 2011, ICOH took part in the Planning Committee meeting of the WHO Collaborating Centres' Network and contributed to the planning of network activities. In November-December 2011, ICOH actively participated in the WHO Global Conference on Connecting Health and Labour held in the Hague and contributed to developing public policies for inter-sectoral collaboration enhancing the role of occupational health in primary health care. ICOH proposed projects on developing BOHS tools and a website facility for online accessible training materials. The meeting of the WHO Collaborating Centres' Network is to be held in Cancun in conjunction with the ICOH 2012 Congress.

- C) ICOH is working closely with the sister NGOs in occupational health and safety. Ergonomics Guidelines for Occupational Health Practice in Industrially Developing Countries have been produced together with the International Ergonomics Association (IEA). ICOH also co-operated with the IEA in developing ILO's Ergonomic Checkpoints, second edition, and Ergonomic Checkpoints for agriculture. ICOH is working with the International Occupational Hygiene Association (IOHA) to develop practical training programmes, including those on control banding. Representatives of IEA and IOHA were invited to ICOH 2009, and ICOH was likewise represented at the IEA 2009 Congress in Beijing, the IEA 2012 Congress in Recife and the IOHA 2010 Congress in Rome by invitation. ICOH contributed to the Asian Asbestos Conference held in Hong Kong in April 2009 by regional NGOs and its Hong Kong Declaration called for joint action with WHO and the ILO aiming for a complete ban on all forms of asbestos.
- D) A Memorandum of Understanding has been prepared and signed for collaboration with the International Association of Agricultural Medicine and Rural Health (IAAMRH). Strengthened joint activities are foreseen together with the Scientific Committee on Rural Health. Collaboration with the International Social Security Association (ISSA) and the International Association of Labour Inspection (IALI) continued based on the Memorandum of Understanding with each of them.
- E) ICOH has strengthened its contacts and collaboration with National and Regional Associations on occupational health. Collaboration in the form of congresses or other meetings in particular has been carried out on a number of occasions. ICOH is contributing to strengthened collaboration in developing occupational health research and practices with these associations. ICOH is also collaborating with many national occupational health institutions particularly through Scientific Committees, National/Area Secretaries and the WHO Collaborating Centres' Network.

3. Strengthening of information activities

Remarkable progress has been made in ICOH information activities through the ICOH Newsletter, ICOH-related website facilities and other communication channels, by the special efforts of the Task Groups and Working Groups, Scientific Committees and National/Area Secretaries.

- A) The Newsletter, issued three times a year, has contributed in a new way to the dissemination of ICOH administrative issues and topics of keen interest to the whole membership under the new Editor-in-Chief and Board Member Seong Kyu Kang. The latest issues have contributed greatly to the dissemination of information about new developments in broad areas of ICOH activities, accelerating contributions from the Scientific Committees and the National/Area Secretaries. The internet is not necessarily accessible to all members and this justifies a printed copy of the newsletter. The support provided by the Korea Occupational Safety and Health Agency (KOSHA) in editing and distributing the Newsletter is highly appreciated. It can further be surveyed what would be the most effective way of publishing the Newsletter: hard copy and/or electronic version.
- B) The ICOH website was renewed in May 2009 and is regularly updated by the Secretariat with the technical support of a Web agency in Rome. In a new private area of the website, members can update their contact information and pay membership dues online. This area has been developed for creating an ICOH social network, through which members can share information on scientific topics and professional activities. The National Secretaries' Virtual Office provides a useful platform for ICOH in promoting activities run by National/Area Secretaries as well as a valuable source of membership tools.
- C) A new ICOH leaflet and some Scientific Committee leaflets have been produced. The information contained in the Virtual Offices for Scientific Committees and National Secretaries on the ICOH website also helps vitalize the exchange of information.
- D) ICOH scientific meetings are an effective form of communication of scientific information. The effort to disseminate information from such events has substantially improved, particularly through the ICOH website. The ICOH KeyNotes section of the website will make powerpoint presentations available during ICOH events, starting with ICOH 2009 Congress.

4. Development of membership

An intensive effort has been made to guide and support the Task Group on Membership, following on from the membership campaigns of the previous triennium. Several aspects of the renewed membership campaign have shown progress.

- A) In the 2009–2011 campaign, the recruitment of new members at the initiative of the Task Group, National/Area Secretaries and Scientific Committees showed good results. Promotional materials have been

updated with new offers and they have been custom-made to suit the different interests of member categories (for instance, young members, organizations or different professions). The payment of membership fees is now possible through PayPal, a new system which allows ICOH members to pay online. As a positive result, approximately 15% of membership payments were made through PayPal during the triennium. The newly designed ICOH website and the new online payment system have contributed to notable progress in the membership campaign. Board members, Scientific Committees and National/Area Secretaries, in collaboration with the Task Group on Membership, now need to renew their efforts.

- B) The new fee system (330.00 CHF for membership from industrialized countries and 66.00 CHF for membership from developing countries with GDP per capita upto 15,000 USD, and young members aged under 36) increased membership from developing countries. The special emphasis placed on young members' recruitment has yielded limited results. We need to make more specified efforts in order to expand the number of members from the new generation and to increase the involvement of young members in the ICOH community.
- C) The recruitment of new Sustaining Members was actively undertaken in the triennium, together with the effort to enhance their visibility and roles in relation to ICOH. The Institut National de Recherche et de Sécurité (INRS), Paris, has joined ICOH as a sustaining member. INRS is the main occupational safety and health research institute in France, and has reactivated its Sustaining membership taking responsibility for supporting several initiatives for francophone membership recruitment. The Federal Institute for Occupational Safety and Health (BAuA), Dortmund, became a Sustaining Member in 2011. Through renewed support and collaboration, the Korea Occupational Safety and Health Agency (KOSHA), Sustaining Member since 2006, made a donation to ICOH in order to help the ICOH policy supporting occupational health professionals of developing countries.
- D) Membership figures as of 31 December 2011 amount to 1783 members in good standing. They include 1722 individual members in good standing, 25 honorary members, 19 Affiliate Members and 17 Sustaining Members. A total of 427 new members were recruited during the current triennium.
- E) It is important to co-ordinate actions for membership recruitment and sustainability. In order to further develop the current recruitment strategy followed by the National/Area Secretaries, the Task Group is in the process of evaluating the co-ordination of recruitment channels (e.g., single members, officers of Scientific Committees and affiliate organizations) and systems of incentives and facilities.

5. ICOH finances

ICOH's economic development has been stable thanks to the continued endeavours of Secretary General Sergio Iavicoli, the ICOH Secretariat and the Finance Committee.

- A) In the 2009–2011 triennium, ICOH finances have been in balance as both incomes and expenses are in line with forecasts. Please refer to the Notes on the ICOH's financial statements for the 2009–2011 triennium.
- B) As ICOH relies substantially on the income from membership fees, the financial situation is not the best it could be. This situation could be improved if members paid their fees at the beginning of each triennium.
- C) Besides exercising disciplined control of expenses, ICOH will need to work hard to secure additional resources.

6. ICOH Congresses

ICOH's triennial International Congresses on Occupational Health have, as ICOH itself, a history of over a century. The 30th Congress will take place in March 2012 in Cancun, Mexico and the 31st Congress will be organized in Seoul, Republic of Korea in 2015. As we are aware, the ICOH Congresses constitute an inventory of global occupational health research that has taken place in the preceding triennium. Usually some 1200 to 1800 research communications are delivered and the total number of participants varies from 1500 to 3000. The Congresses serve as core events for reviewing current research and practice, and for developing future directions in occupational research and practice worldwide.

- A) Each ICOH Congress is also the venue of top ICOH association events, including Meetings of the Board, General Assemblies and the closure of elections of the Officers and the Board. The Congress provides a forum for meetings of Scientific Committees, National/Area Secretaries and other special groups active within the ICOH framework. We meet representatives of our closest international allies and have opportunities for discussion on further collaboration. The Milan Centennial Congress in 2006, as one of the largest and most productive events in ICOH's history, adopted the ICOH Centennial Declaration, which highlighted the urgent need for international collaboration for improving the conditions of work, health, safety and well-being at work, and for providing effective and basic occupational health services to all workers, particularly in developing regions. Based on this long tradition, the ICOH 2012 Congress will be another milestone event marking the advancing progress in international collaboration in our field.
- B) ICOH Congresses are organized as a long-term collaboration project involving ICOH leadership, Scientific Committees and the national organizers. Extensive efforts are made by the national organizers and ICOH members in the host country as each Congress is important for the image and visibility of occupational health and occupational health actors. As stipulated in the Constitution and the Bye-Laws, the decision

regarding the venue takes place six years before each Congress. After hearing the presentations by proposed host countries and taking into consideration the recommendation of the Board, ICOH members in good standing vote on the Congress venue. In making the recommendation, the Board also tries to vary the different geographical locations of the venue.

- C) The participation of members from developing countries in the ICOH Congresses is a greatly discussed issue because of high travelling and accommodation expenses. For the past few Congresses, financial support either from outside or as a combination of ICOH budget sources and external sponsorship, has helped finance the expenses of a number of participants from developing countries. The congress fee was also waived for these participants.
- D) The 30th ICOH Congress in Cancun is organized under the outstanding leadership of Congress President Jorge A. Morales-Camino and through the excellent teamwork of the Organizing Committees. ICOH is sincerely grateful for the great effort made by Mexico's ICOH members. The collaboration involved in organizing the Congress as a real global event, as well as in shifting its site from the initially planned Monterrey to Cancun, has been remarkable. Let me take this opportunity to express our cordial thanks to the sponsors of the ICOH 2012 Congress and the organizations supporting its participants, who together with ICOH support have enabled the participation of many experts from developing and transitory countries. The following organizations have supported the participation of the members from these countries in the ICOH 2012 Congress:
- Executive Committee of the ICOH 2012 Congress;
 - Finnish Association of Occupational Health Nurses, Finland;
 - Finnish Association of Occupational Health Physicians, Finland
 - Finnish Institute of Occupational Health, Finland;
 - Finnish Ministry for Foreign Affairs, Finland;
 - ICOH-WOPS 2005 Asian Job Stress Research Fund;
 - Institute for Science of Labour, Japan;
 - International Commission on Occupational Health (ICOH);
 - Japan Society for Occupational Health, Japan;
 - Korea Occupational Safety and Health Agency (KOSHA), Republic of Korea;
 - National Institute of Occupational Health (Statens Arbeidsmiljøinstitutt), Norway;
 - Prevent, Sweden;
 - University of Milan, Clinica del Lavoro, Italy;
 - US National Institute for Occupational Safety and Health, NIOSH/ The University of North Carolina at Chapel Hill, USA.
- E) It is gratifying that ICOH Scientific Committees have collaborated extensively in organizing the scientific programmes of the ICOH 2012 Congress and arranged Special Sessions covering the most important areas of occupational health research. The Congress will surely serve

as the forum for the planning future targets of our collaborative research.

- F) Preparation for the ICOH 2015 Congress to be held in Seoul from 31 May–5 June 2015 is making good progress. The Officers visited the venue in October 2011 and discussed the Congress with the national organizers and ICOH members in Korea. The scientific programmes of the Congress will be organized in close consultation with the Officers, the Board and Scientific Committees. Suggestions concerning the scientific programmes of the 2015 Congress are highly welcome.
- G) The candidature for the bid for the 2018 ICOH Congress has been received from ICOH members in Ireland and in Morocco. The proposed venues are Dublin, Ireland and Marrakech, Morocco. The venue will be decided at the ICOH 2012 Congress through a vote by ICOH members. We are very grateful for the candidature from the members in the two countries. We look forward to the continued collaboration of all ICOH members in making this triennial occasion another important global event.

Summary of achievement of triennial objectives

ICOH activities are very multifaceted, and a brief summary does not provide reasonable coverage of all of them. Please refer to the special reports of the various activities for further details. The concerted effort made during the triennium has helped us accomplish our action plans, especially that of achieving expected outputs. It is therefore useful to broadly evaluate the achievements of the triennium with respect to priorities of action and organizational development.

- Advancing proactive risk assessment and control at work, the Scientific Committees and Working Groups have made concrete plans for developing guidelines and guidance materials in a number of technical areas. Notable advances are reported in the development and application of the targeted outcomes, and special emphasis is placed on the total asbestos ban and prevention of the most serious occupational diseases. The results of the ICOH 2012 Congress will be very useful for promoting proactive risk management procedures in occupational health and safety.
- Significant progress has been noted in field activities undertaken by Scientific Committees, Task and Working Groups and ICOH-related projects to extend occupational health services in many sectors and countries. Reinforced collaboration with the ILO and WHO has broadened the scope of effective basic occupational health services in increasingly diversifying work settings. The development in promoting action-oriented approaches and Basic Occupational Health Services (BOHS) is particularly notable. Enhanced activities in this direction may be expected to produce widely applicable outputs.
- The development of action-oriented ICOH toolkits reflects the advances in risk management procedures and occupational health services.

This is expected to lead to production and field use of a number of practical toolkits for risk management, occupational health services including BOHS, and training. A joint effort must be made to examine which types of toolkits are effective and to adjust them to suit various local situations. The exchange of positive experiences in collaboration with international allies and field projects will be useful.

- Developing and strengthening the ethical conduct of occupational health professionals is gaining new impetus, thanks to keen attention to ethical principles and the above-mentioned review work of the ICOH Code. The newly amended Code will enhance our joint effort to promote the induction, guidance and conduct of ethics in various practical situations.

- ICOH network activities have been strengthened through the networks of the National/Area Secretaries and Scientific Committees, and through information activities disseminating ICOH news and enhancing internal communication. The launching and progress of the review of the ICOH Code of Ethics has highlighted the crucial importance of ethical principles.

- The organizational development of ICOH continues, and sustained special efforts are being made towards strengthening the accountability of ICOH as an association that responds to emerging needs. Board functions and the needs-oriented activities of Scientific Committees, National/Area Secretaries, Task and Working Groups and ICOH-related projects have also strengthened.

- Collaboration with international allies is advancing steadily, in particular with WHO, the ILO and sister NGOs. This has led to concrete achievements in the promotion of global strategies in occupational health fields and in providing practical guidelines and training materials. The partnership with these allies is gaining impetus. Continued efforts will lead to important achievements.

- The improvement of information activities has been remarkable: the ICOH Newsletter, increased use of the ICOH website and internet media, promotion of collaborative activities, facilitation of action-oriented training schemes, and internal communication. The merits of increased information activities are visible, and need to be even further developed.

Development of membership is proceeding through the active collaboration of National Secretaries and the ICOH network. Concerted intensive efforts are needed to vitalize membership, especially young member recruitment. This is vital for ICOH finances.

A summary of the overall evaluation of the achievement of the main objectives of the triennium is presented in Table 1. Some of the achievements will be improved during the remaining part of this triennium.

Table 1. Self-evaluation of implementation of nine main areas 2009 – 2011

<i>Priorities of action</i>	<i>Results</i>
Advancing proactive risk assessment and control at work	++
Extending occupational health services to all workers and dissemination of BOHS	+++
Developing action-oriented ICOH toolkits	++ – +++
Developing and sustaining induction, guidance and conduct of ethics	+++
Strengthening ICOH network activities	++
<i>Organizational development</i>	<i>Results</i>
Continuation of organizational development	++
Developing collaboration with allies	++ – +++
Strengthening information activities	+++
Development of membership	++

(0 = Not started yet; + = started but not in the halfway; ++ = well on the way; +++ = approaching completion ; ++++ = fully achieved)

As ICOH is a voluntary association, its activities are aimed at encouraging the professional development of its members and facilitating their activities. In this context, the Scientific Committees and National/Area Secretaries deserve more consistent support. With limited human and financial resources, there is a great need to set priorities for joint action and devise ways and means of serving the members more efficiently. Further focusing on effective procedures and tools that can support the professional activities of ICOH members is particularly important.

Acknowledgements

We would like to thank our respected international partners, the ILO and WHO, sister professional NGOs, IOHA, IEA, ISSA and other co-working NGOs, as well as the numerous national, regional and international institutions and associations with which we have had the privilege to collaborate in the development of international and national occupational health.

We are highly obliged to the Italian Workers' Compensation Authority (INAIL) and the Department of Occupational Medicine (formerly ISPESL) for providing the ICOH office with most valuable institutional support. We are also grateful to the Korea Occupational Safety and Health Agency (KOSHA), Seoul, for supporting the regular publication of the ICOH Newsletter. We also thank the Institute for Science of Labour, Kawasaki for providing the office facilities for the President.

The Leadership of ICOH owes its sincere thanks to the Members of ICOH, including our Sustaining Members, for all their activities during

the triennium. Special thanks are extended to the ICOH Board Members for their continuous support and constructive working relationships during the triennium. Our thanks also belong to the Chairs and Secretaries of the Scientific Committees and to the Chairs and Members of the Board Committees, Task Groups, Working Groups and Networks and all the National/Area Secretaries. We sincerely thank Congress President Dr. Jorge A. Morales-Camino and all the members of the Organizing Committees, Trustees Committee and Honorary Advisory Committee of the ICOH 2012 Congress for their invaluable services to ICOH.

Let me also express my sincere thanks to ICOH's Past President Prof. Jorma Rantanen for his full support of ICOH and my presidency at all stages of ICOH operations. My special thanks are due to Vice Presidents, Ms. Suvi Lehtinen in charge of the National/Area Secretaries, and Prof. Bonnie Rogers in charge of the Scientific Committees. Our Secretary General, Prof. Sergio Iavicoli and his team have made an outstanding impact on ICOH in practical management and in financial and logistics operations. Editor of the ICOH Newsletter Dr. Seong-Kyu Kang deserves our sincere thanks for his most effective and always timely services to ICOH.

We are fully convinced that ICOH will continue as an independent, highly professional and ethical association, with new energy, fresh ideas and innovative activities. The challenges faced by occupational health are growing in today's globalizing work life, and we all are committed to make the best impact on occupational health and safety in collaboration with ICOH partners and with the support of ICOH membership in the years to come.

Strategic priorities of ICOH for 2015 and beyond

This report for the 2009–2011 triennium has reported on the activities regarding two sets of objectives. These objectives were discussed at the March 2009 General Assembly in Cape Town. The main objectives should be further pursued as strategic priorities for ICOH. We need to pay special attention to the ethical aspects as a key objective for the organization and its members.

It is important to set strategic goals and concrete action plans for achieving these goals by 2015 and beyond, based on the achievements of past years. These goals should be set by taking into account the three fundamental assets of ICOH, developed and sustained in its long-term activities in the occupational health fields: (a) Scientific and professional excellence; (b) High policy and practical relevance; and (c) High ethical standard and conduct. ICOH can accomplish its strategic goals by building on these assets for the health of workers and their workplaces in close collaboration with working communities, international and national public authorities, social partners and employers' and workers' organizations.

The following twelve areas indicated in Table 2 are areas of priority action for achieving ICOH's goals. The first six areas concern (A) strategic goals as priorities of substantive action by ICOH. The other six areas concern (B) strategic goals for the organizational development of ICOH.

The means of the action corresponding to each area are indicated. These proposed goals and priority actions are based on this report, which aims to advance ICOH’s future action plans.

Table 2. ICOH’s strategic goals and priorities for 2015 and beyond.

Strategic priorities of International Commission on Occupational Health (ICOH)		Means of action
A. Strategic goals as priorities of action	<p>1) Advancing proactive risk assessment and control at work</p> <ul style="list-style-type: none"> • Developing and coordinating scientific research in all areas of occupational health by setting priorities and facilitating inter-communication particularly through Scientific Committees • Prioritizing the prevention of serious health risks at work, including the total ban of asbestos, elimination of asbestos-related diseases, effective prevention of occupational infectious diseases, prevention of excessive physical and mental stress at work and other serious occupational diseases • Advancing and disseminating proactive, comprehensive risk assessments and to control procedures responding to traditional and emerging work-related risks • Strengthening research on the relationship between work and health and contributing to the development of working conditions conducive to health, the safety, well-being and work ability of workers, and the productivity of their workplaces • Providing support for public policies and for occupational safety and health management systems addressing high-risk workplaces according to local priorities • Promoting action-oriented training approaches and methods for applying proactive risk assessment and control procedures adjusted to suit local situations 	<ul style="list-style-type: none"> • Triennial Congress • Scientific Committees • Projects • Training and information • Networking arrangement

	<p>2) Extending effective occupational health services to all workers including Basic Occupational Health Services (BOHS)</p> <ul style="list-style-type: none"> • Developing and adapting systematic occupational health services effective for protecting and promoting the safety and health of workers in diverse work situations • Developing and applying practical measures for preventing excessive stress at work and enhancing the mental health of workers as an essential part of competent occupational health services • Developing and disseminating BOHS for small-scale enterprises, agriculture and informal workplaces by establishing flexible procedures through teamwork-based services • Facilitating participatory approaches involving employers and workers for planning and implementing locally feasible workplace improvements in order to reduce work-related risks • Promoting action-oriented training and disseminating information regarding competent occupational health services and BOHS procedures in a local context • Developing and adapting systematic occupational health services effective for protecting and promoting the safety and health of workers in diverse work situations • Developing and applying practical measures for preventing excessive stress at work and enhancing the mental health of workers as an essential part of competent occupational health services 	<ul style="list-style-type: none"> • Triennial Congress • Scientific Committees • Working Groups • Projects • Training and information • Networking arrangement
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	<p>3) Developing action-oriented ICOH toolkits</p> <ul style="list-style-type: none"> • Developing action-oriented toolkits for occupational health services for identifying, monitoring and controlling significant traditional and emerging work-related risks • Promoting the development and wider use of locally adjusted toolkits for reducing significant work-related risks by identifying and applying feasible improvements • Developing and disseminating participatory training methods for workplace improvements through the direct use of these toolkits by employers and workers particularly in BOHS in diverse work situations • Providing widely adaptable website facilities for online accessible training materials in occupational health practices, including BOHS 	<ul style="list-style-type: none"> • Scientific Committees • Working Groups • Projects • Website facilities • Training and information • Networking arrangements
	<p>4) Developing and sustaining induction, guidance and conduct of ethics</p> <ul style="list-style-type: none"> • Mainstreaming ethics in occupational health at all levels and for all professionals by strengthening induction, guidance and conduct of ethics in conformity with the ICOH Code of Ethics • Observing the Code of Ethics principles in ICOH work and in all formal contracts and agreements to be made by ICOH • Updating provisions in ICOH instruments and guidelines in accordance with developments in ethics issues in occupational health • Promoting the situation-based guidance and training in ethical principles for all relevant stakeholders and professionals 	<ul style="list-style-type: none"> • Scientific Committees • Working Groups • National Secretaries • Website facilities • Training and information
	<p>5) Promoting good occupational health practices in diverse work situations</p> <ul style="list-style-type: none"> • Advancing good occupational health practices from both scientific and practical points of view • Collecting and disseminating examples and experiences of good occupational health practices in diverse work situations • Incorporating good occupational health practices in the development and application of training and information materials in occupational health • Promoting exchanges of positive performance and experiences in good occupational health practices in different local situations 	<ul style="list-style-type: none"> • Triennial Congress • Scientific Committees • Working Groups • Projects • Website facilities • Training and information • Networking arrangement

	<p>6) Strengthening ICOH network activities</p> <ul style="list-style-type: none"> • Promoting the constant exchange of scientific research and progress in occupational health practices through scientific meetings, projects and website facilities • Facilitating and strengthening networking arrangements made by Scientific Committees, Task and Working Groups and National/Area Secretaries with appropriate support measures • Strengthening networking activities through networks of international communication and through website facilities for online accessible training and information materials • Strengthening and sustaining ICOH internal communication by mobilizing all available means 	<ul style="list-style-type: none"> • Meetings • Projects • Website facilities • Scientific Committees • Conferences • National Secretaries • Projects • Training and information
<p>B) Strategic goals for organizational development</p>	<p>7) Strengthening and sustaining organizational development of ICOH</p> <ul style="list-style-type: none"> • Updating and reinforcing systematic organizational arrangements within ICOH in responding to challenges from the changing world of work • Advancing and co-ordinating ICOH performance at all levels by regularly reporting and assessments • Evaluating and upgrading collaboration with international allies and relevant institutions and organizations • Enhancing ICOH's leading role in scientific research and occupational health practices by securing sound organizational development and financial basis 	<ul style="list-style-type: none"> • Board leadership • Triennial Congress • Scientific Committees • Networking arrangements
	<p>8) Developing collaboration with international allies</p> <ul style="list-style-type: none"> • Strengthening collaboration with the ILO and WHO as an officially recognized NGO for the protection and promotion of the health of workers • Developing collaboration with relevant NGOs active in occupational health and the related fields, to promote research and practices • Strengthening contacts and collaboration with regional and national occupational health associations in the form of meetings, communication and projects, with the active support of the National/Area Secretaries 	<ul style="list-style-type: none"> • Triennial Congress • Partnership • Projects • Training and information

	<p>9) Strengthening activities of Scientific Committees</p> <ul style="list-style-type: none"> • Strengthening research, scientific meetings and the related activities of Scientific Committees as the backbone of ICOH's substantive activities • Supporting the publication and dissemination of the outcomes from Scientific Committees, including the use of website facilities • Promoting collaborative research involving ICOH members and relevant professionals in occupational health in both industrially developing and developed regions • Securing the active contribution of Scientific Committees in organizing the scientific programmes of ICOH triennial Congresses • Promoting collaboration among Scientific Committees in order to meet the challenges in research and practice in occupational health 	<ul style="list-style-type: none"> • Triennial Congress • Scientific Committees • Conferences • Projects • Training and information • Networking arrangements
	<p>10) Supporting the activities of ICOH National/Area Secretaries</p> <ul style="list-style-type: none"> • Strengthening the prerequisites for the National Secretaries' network • Promoting collaboration among ICOH members through co-ordinated activities of National/Area Secretaries • Providing support for the work of National/Area Secretaries by means of providing promotional materials, website facilities and other coordinated measures. 	<ul style="list-style-type: none"> • National Secretaries • Scientific Committees • Secretariat support • Collaboration with institutions/organizations
	<p>11) Strengthening information activities</p> <ul style="list-style-type: none"> • Strengthening information activities by means of the ICOH Newsletter, the ICOH website, leaflets and other media • Developing and securing effective communication among all levels of ICOH activities • Promoting the visibility of ICOH and its work in occupational health and related fields and maintaining communication channels with institutions and professionals dealing with policies, research and support related to the advancement of occupational health 	<ul style="list-style-type: none"> • Task Group • Newsletter • ICOH website • Website facilities • National Secretaries • Scientific Committees • Secretariat support • Training and information materials

	<p>12) Developing ICOH membership</p> <ul style="list-style-type: none"> • Developing and co-ordinating actions for recruiting and sustaining membership through collaborative efforts at all levels • Strengthening the membership campaign, particularly through National/Area Secretaries, Scientific Committees and website facilities • Enhancing the roles of Sustaining and Affiliate Members and promoting the recruitment of new members • Fostering the interactions of membership 	<ul style="list-style-type: none"> • Task Group • National Secretaries • Scientific Committees • Secretariat support • Collaboration with institutions/ organizations
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Close continual collaboration among ICOH members at all levels is essential for achieving these strategic goals. It is expected to make the strategic goals and ICOH priorities up-to-date by continually reviewing the actions taken and the changing needs and challenges in occupational health research and practice in diverse work life situations.

It is hoped that the present report and its discussion can be a useful basis for developing the strategic goals of 2015 and beyond. By strengthening the ICOH network, concrete action plans for achieving these goals will be made together. The ICOH core documents and guidelines, in particular the ICOH Good Association Practice Guideline and the Code of Ethics provide concrete guidance in formulating goals and associated action plans.

Report of the Secretary General

Dr. Sergio Iavicoli



ICOH Secretariat – 2009–2011 Triennium

The current triennium has mainly aimed at continuing the work and activities of the ICOH Secretariat begun during the previous term. We have taken important steps forward in membership development, in the improvement of internal and external communication, and in strengthening the ICOH community. The latter was achieved mainly by strengthening the strategic role of the National Secretaries and Scientific Committees.

The Secretariat activities have focused on the member recruitment campaign, the implementation and constant update of the ICOH website tools, and the relationships with Scientific Committees and National Secretaries, while also carrying out the daily management of an NGO which has over 1,700 members from 96 countries, and has an official relationship with the ILO and WHO.

Membership

The membership campaign activities of the Secretariat-General in the 2009–2011 triennium adhered to the guidelines proposed by the ICOH governing bodies.

The main achievements of the triennium are as follows:

- **New fee system.** Two different fees: 330,00 CHF for membership from industrialized countries and 66,00 CHF for membership from developing countries (GDP per capita \leq 15.000 USD) and young members (aged $<$ 36 years).
- The new fee system increased membership from developing countries. The ICOH Secretariat also now focuses on new generations in order to expand the number and the involvement of young members in the ICOH community.
- **Development of a new payment method: PayPal.** In addition to the modes of payment already available (Direct Bank Transfer, Bank Draft, VISA, AMEX and MASTERCARD) payment through PayPal, a new system which allows ICOH Members to pay online, is now possible. As a positive result, approximately 15% of membership fees were paid through PayPal during the 2009–2011 triennium (last update Oct, 2011).
- **Increase of ICOH members' benefits: Scientific Journals Campaign.** This campaign hopes to strengthen the relationships

between ICOH and the main scientific journals in the field of occupational health, with the aim of offering ICOH members facilitated and discounted access to scientific contents and of exploring the opportunities for publishing and disseminating ICOH scientific products.

Further benefits for ICOH Members are:

- Reduced publication prices (WHO – ILO)
- Information through the ICOH Newsletter
- Free access to the private area of the ICOH website for information and communication
- Improvements to the Database
- Reductions in the registration fees of the ICOH Triennial Congresses.

Membership figures as of 31 December 2011 are displayed in Table 1; the total number of members in good standing is **1,783** (100.2% with respect to the memberships at the end of the 2006–2008 triennium).

Table 1. ICOH membership as of 31 December 2011

Membership Type	No. as of 31 December 2011
Individual members in good standing	1722
Honorary	25
Collective members in good standing	
Affiliate	19
Sustaining	17
TOTAL	1,783

Table 2 shows the 12 leading countries as regards ICOH membership: increases were reported particularly in Peru, Mexico, Brazil, India and South Africa.

Table 2. ICOH members in good standing per country

Country	No. as of 31 December 2011	Country	No. as of 31 December 2011
USA	139	Peru	60
Italy	134	Sweden	59
Japan	127	France	58
Finland	105	India	57
Brazil	87	South Africa	55
Mexico	62	Germany	54

Major results are:

- More members from developing countries (GDP per capita ≤ 15,000 USD) **6%** increase from the end of the previous triennium (Table 3).
- **427** new members recruited during the current triennium.
- Average age of ICOH members is **54.8**

Table 3. ICOH members per age as of December 31, 2011

Age	No.	Industrial Countries	Developing Countries
< 30	17 (1.0%)	11	6
31 – 35	76 (4.3%)	55	21
> 35	1,490 (83.6%)	960	530
unspecified	200 (11.1%)	92	108
TOTAL	1,783	1,118 (63%)	665 (37%)

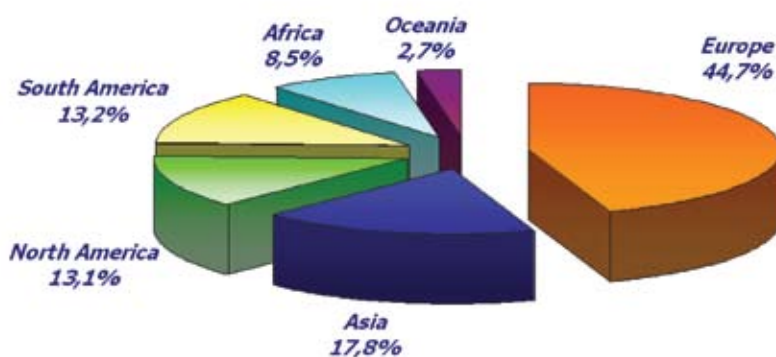


Figure 1. Geographical distribution of ICOH members

Internal and external communication

Internal and external information activities are of paramount importance for any organization. Our internal information channels include the ICOH Newsletter, website and the information disseminated through scientific publications by our members.

The ICOH **website** underwent a complete renovation during the 2009–2011 triennium. A great improvement to the website is the publication of research and news on the activities carried out by the **Scientific Committees**. To this end, each Scientific Committee has been encouraged to set up its own website, which includes all scientific contents and internal communications. The events organized by the Scientific Committees are highlighted on the website and have a dedicated section which includes an “event submission” form.

Detailed information on Scientific Committees such as the Committee website, reports of the 2006–2008 triennium and details of the Officers – Chair and Secretary – for the current triennium can be found in the Scientific Committee public section. In the same way, the contact details of the National Secretaries are available in the National Secretaries’ public section. One of the major results achieved is the setting of the **National Secretaries’ and Scientific Committees’ Virtual Offices**. These are turning out to be important tools, as they let the Officers of Scientific Committees and the National Secretaries access the member list of their Scientific Committee and country – through a log-in procedure – thus providing them with updated members’ contact details and information on payment statuses.

In line with the ICOH goal of fostering scientific knowledge and exchange among researchers and professionals, the **ICOH Members’ Private Area** was launched, with similar web architecture to that of social networks. Through a simple log-in procedure, ICOH members can now gain access to the Private Area, where they can update their contact information, check their payment status, pay ICOH membership fees electronically and check their affiliation to Scientific Committees. Additional resources such as the ICOH Bibliographic Database and the Centennial Heritage are also available online.

The ICOH Secretariat constantly advertises ICOH website tools and resources to ICOH members in order to increase the use of these new functions and internal communication. As further development of the ICOH website, the possibility of implementing the electronic vote and use of electronic ballots for future electoral processes is under evaluation by the ICOH Secretariat and other ICOH governing bodies. Some critical points still remain, such as the problem that Developing Countries do not have wide or easy access to computers and the internet.

Contact has been made with the main OSH scientific journals in order to boost their collaboration with ICOH. In order to achieve this objective:

- A proposal for a formal partnership with ICOH was sent to the journals. Three Scientific Journals agreed to provide a discounted subscription rate for ICOH members. Within the ICOH website, it has been planned to develop in every member’s personal web area a specific section to keep members updated on initiatives agreed with journals’ partners and to allow them direct access to the negotiated discounted subscription.
- A Semiplenary Session on “New Patterns for scientific communication on OSH: the view of scientific editors”, which will be attended by some Scientific Editors, is scheduled for the 30th ICOH Congress. The Session is the result of a specific analysis carried out on changes in scientific communications and the trends of Scientific OSH journals. It aims to explore the opportunities offered by new emerging patterns of scientific communication for the dissemination of scientific contents.

The **ICOH brochure** has been updated and new material has been produced in order to target the contents of ICOH to a larger audience.

The strategic role of the National Secretaries has been improved by further promoting ICOH membership in both Post Graduate Schools

and Scientific Societies. In order to improve membership campaigns and awareness of ICOH activities, a **presentation** has been developed for National Secretaries. A CD-Rom containing an *ad-hoc* presentation has also been created in order to foster ICOH Membership in Post Graduate Schools.

National Secretaries can now promote ICOH Membership with the **National Secretaries' Package**. This includes the National Secretaries' Presentation, Application Forms, brochures, core documents, a calendar of meetings and other helpful tools.

In such a period of economic crisis, the results achieved in the 2009–2011 triennium in terms of retention and recruitment of membership may be considered quite remarkable, and in line with the growing trend of the last triennia. The best result obtained was the further increase of members from developing countries, when compared with the figures of the previous triennium. The lowering of the average age of ICOH members through the recruitment of young researchers and professionals still remains one of our priorities. In comparison with the trend of the previous triennium, the number of young members has increased slightly. Further synergies and co-operative actions must be developed in the next triennium in order to implement a strategy focusing on the major involvement of young generations in the ICOH organization and its activities.

Acknowledgements

The ICOH Secretary General expresses his sincere thanks to all the members of ICOH, including our Sustaining and Affiliate Members, for their renewed support and all the activities carried out during the triennium. Special thanks and appreciation are addressed to the Italian Workers' Compensation Authority – INAIL, for providing valuable institutional support to the ICOH Secretariat-General, and to FIOH and KOSHA for their strong support of ICOH activities. Special thanks are also due to the staff of the ICOH Secretariat for their continuous support and assistance.



Report about ICOH Scientific Committees

Professor Bonnie Rogers

Status of Scientific Committees

During the Triennium we had 34 active Scientific Committees (SC). At the mid-term ICOH Board meeting in Milan, Italy, the Board voted to dissolve the SC on Fibres, which had been inactive for several years. The Board meeting in Cancun, March 2012, will address the subject of potential new SCs.

Activities of Scientific Committees

The Scientific Committees have worked diligently, collaboratively generating high quality scientific work and products, which can be found in their individual final reports. Nearly all the SCs have organized at least one conference, resulting in over 100 conferences (Attachment 1), and a great number of published articles, proceedings, and meetings held globally during this period. Many SCs have jointly co-sponsored conferences and other activities with other SCs. They have been very active, working to develop partnerships, collaboration, and products with other entities and organizations. The number of publications, including scientific proceedings for SCs, was approximately 115. Publications and other materials of interest are being developed for occupational safety and health professionals to support the needs of developing basic occupational health services. Efforts to recruit new members, especially younger members, support the ICOH's goal.

Scientific Committees' Contributions to ICOH 2012 Congress

During the Triennium, the SCs were highly engaged in choosing and recommending keynote and semi-plenary speakers for the Congress. Ten keynote and 30 semi-plenary sessions were organized. The SCs helped to develop Special Sessions, nearly 120 of which (Attachment 2) are now planned. SC members have peer-reviewed hundreds of abstracts for acceptance as oral papers and posters. Over 90 oral abstract sessions (Attachment 3), each with about 5–6 papers, and more than 50 thematic poster sessions are planned, (Attachment 4) displaying nearly 550 posters in total.



Scientific Committee Webspaces and Virtual Office

We would like to express our appreciation to the ICOH Secretariat and Web staff at INAIL, the Department of Occupational Medicine (formerly ISPESL), who host the ICOH website. They provide links and SC information on a webspaces for each SC at <http://www.icohweb.org/committees/>. The SCs' Midterm and Final Triennium Reports can be found here.

The ICOH Secretariat and Web staff have also developed the Virtual Office for Scientific Committees at <http://www.icohweb.org/scvo/index.asp>, which maintains the communications of the ICOH Officers to the SC Chairs and Secretaries and provides the forms for required activities.

Revision of Forms and Guidelines for Scientific Committees

All forms for submitting SC reports were revised and sent to all SCs, and were also placed on the ICOH website for easy access. Guidelines for Scientific Committees are continuously reviewed and made available for the use of all SCs. The objective is to provide clear guidance to the SCs and to newly appointed Chairs and Secretaries. Possible revisions will be proposed at the ICOH Board meeting in Cancun, March, 2012.

Conclusions

The ICOH SCs provide the major scientific content for ICOH and the ICOH Congress. The sessions organized for the ICOH Congress 2012 demonstrate both depth and breadth in content, as well as emerging ideas for the future. The SCs are highly active in disseminating scientific information and developing collaborative relationships to further science. It is also very important that we seek to develop new streams of membership in order to continue to vitalize our efforts.

Attachment 1:

Conferences of Scientific Committees for 2009–2011 Triennium

Summary of Conferences of Scientific Committees from Final Reports
as of December 2011

Scientific Committee	Conference	When	Where
Accident Prevention	KOSHA Royal Institute of British Architects, London	Oct, 2010	Korea London
Aging and Work	17 th Triennial World Conference of the International Ergonomics Association (IEA) IV Symposium on work ability. Age management during the life course IV HYVITE Symposium on Well-being Technology. 1st European Fees Conference on Ergonomics (Ece) IEA 2012, Designing for a sustainable future. Four Aging sessions (23 papers)	Aug 9–14, 2010 June 6–9, 2010 June 9, 2010 Oct 10–12, 2010 Feb 12–16, 2012	Beijing, China Tampere, Finland Tampere, Finland Bruges, Belgium Recife. Brazil
Allergy and Immunotoxicology	Allergy and Immunotoxicology Allergy and Immunotoxicology	Apr 6–10, 2010 Jan 26–28, 2011	Kyoto, Japan Brescia, Italy
Cardiology in Occupational Health	5 th International Conference of Work Environment and Cardiovascular Diseases Preconference Workshop: Job stress, chronic disease and heart rate variability Toward the final JCQ 2.0 scales: Integrating results of four waves of JCQ 2.0 Pilots A special joint session with International Society of Holter Monitoring and Non-invasive Electrocardiology (ISHNE) at the ISHNE Congress	Sept 27–30, 2009 Sept 27, 2009 June 14, 2010 April 26–28, 2011	Krakow, Poland Krakow, Poland Amsterdam, Netherlands Moscow
Epidemiology in OH	21 st International Conference on Epidemiology in Occ Health EPICOH 2011 22 nd International Conference on Epidemiology in Occupational Health	Apr 21–24, 2010 Aug 9, 2011	Taipei, Taiwan Oxford, UK
Health Services Research and Evaluation in OH	International Workshop on Dissemina- tion of Evidence-based OH Practice	Oct 6–8, 2010	London
History of Prevention of Occupational and Environmental Diseases	4 th International Conference on the History of Occupational and Environ- mental Health	June 19–22, 2010	San Fran, CA, USA
Indoor Air Quality and Health	Environmental Immunology and Indoor Air Quality Environment & Immune System: more than IgE Indoor Air 2011 Conference	Apr 7–9, 2010 Jan 26–28, 2011 June 6, 2011	Kyoto, Japan University of Brescia (Italy) Austin, Texas

Scientific Committee	Conference	When	Where
Industrial Hygiene	Current and new methods for exposure assessment in epidemiology and practice	Nov 11–13, 2009	Hassleholm, Sweden
	Sixth International Conference in Innovations in Exposure Assessment	Aug 17–20, 2009	Boston, MA, USA
	8 th International Scientific Conference in Health, Work, and Social Response	Sept 28–Oct 2, 2010	Rome, Italy
Musculoskeletal Disorders	PREMUS	Aug 29–Sept 3, 2010	Angers, France
	Round Table Discussion Sessions (PREMUS 2010)	Sept 1, 2010	Angers, France
Neurotoxicology and Psychophysiology	Xian International Neurotoxicology Conference (XINC)	June 6–10, 2011	Xian, China
Occupational and Environmental Dermatoses	International Symposium on Occupational and Environmental Allergy and Immune Diseases	Apr 7–9, 2010	Kyoto, Japan
OH and Development	17 th Annual Congress of Agriculture and Medicine and Rural Health	Oct 13–16, 2009	Colombia
	Toolkits for Occupational Health Physician	Feb 3, 2010	Hyderabad, India
	60 th National Conference on OH and International Update	Feb 3–6, 2010	Hyderabad, India
	Basic OH Services for Vulnerable Populations – Current status and future challenges	June 19, 2011	Espoo, Finland
OH for Health Care Workers	Immunization of Healthcare Workers: Guidelines and Practice- Vaccination recommendations for healthcare workers and strategies for increasing vaccination rates	April 15, 2010	Online
	Workers at Risk: Toxic Environments in Healthcare	Mar 24, 2010	Online
	Occupational Health Surveillance in Healthcare Workshop	Oct 28, 2010	Morocco
	8 th ICOH-HCW Conference	Oct 28–31, 2010	Casablanca, Morocco
OH Nursing	The Joint 3 rd International and 2 nd Asia Conference (ICOHN/ACOHN)	Aug 5–8, 2010	Japan
OH in Small-scale Enterprises and the Informal Sector	Learning from Good Practices in Small Workplaces	Oct 18–21, 2011	Accra, Ghana
OH in the Chemical Industry (MEDICHEM)	Risk Assessment and Human Exposure to Hazardous Materials	Oct 21–24, 2009	Aristotle University of Thessaloniki
	EPICOH/MEDICHEM – Occupational Health under Globalization and New Tech	Apr 21–24, 2010	Taipei, Taiwan
	Occupational carcinogens: exposure scenarios and health risks	Nov 8, 2011	Vienna, Austria
	39 th International MEDICHEM Congress on Occupational and Environmental Health in the Production and Use of Chemicals: “Occupational Health in a Changing World”	June 2–5, 2011	Heidelberg, Germany

Scientific Committee	Conference	When	Where
OH in the Construction Industry	ICOH World Conference	Mar 22–27, 2009	Cape Town, S. Africa
	IEA World Congress	Aug 9–14, 2009	Beijing
	PREMUS Conference	Aug 27–Sept 2, 2010	Angers, France
Occupational Medicine	NIVA Symposium on recognition, prevention and control of work-related cardiovascular disorders	Mar 22–24, 2010	Finland
	Congress on Tracing New Occupational Diseases	April 7–8, 2011	Amsterdam, Netherlands
Occupational Toxicology	8 th International Symposium on Biological Monitoring (ISBM-2010)	Sept 6–8, 2010	Finland
Radiation and Work	XIV Congreso Nacional de Salud en el Trabajo; XI Congreso Latinoamericano de Salud Ocupacional	Sept 9–12, 2009	Leon, Mexico
	National Congress of the Italian Society of Medical Radioprotection (AIRM)	June 16–18, 2009	Genova, Italy
	17 th International Congress on Agricultural Medicine and Rural Health	Oct 13–16, 2009	Colombia
	Residential Seminar: “Occupational Exposure to Electromagnetic Fields and Optical Radiation – detection and prevention of health risks”	March 21–25, 2011	Lapland, Finland
Reproductive Hazards in the Workplace	Reproductive Hazards in the Workplace	Apr 19–20, 2010	Taipei, Taiwan
Respiratory Disorders	AIR Pneumo in Thai	December 20–22, 2010	Nonthaburi, Thailand
	The ILO/Air Pneumo Project / Fundacentro Training Workshop on Prevention of Pneumoconioses	August 09–12, 2011	Sao Paulo, Brazil
	AIR Pneumo Course in Japan	Sept 2–4, 2011	Tokyo, Japan
Rural Health: Agriculture, Pesticides and Organic Dusts	17 th International Congress on Agricultural Medicine and Rural Health	Oct 13–16, 2009	Colombia
	8 th International Symposium on Biological Monitoring in Occupational and Environmental Health	Sept 6–8, 2010	Finland
	International Congress on Rural Health in Mediterranean and Balkan Countries – Rural Health 2010	Oct 22–25, 2010	Tirana, Albania
	Environment. & Immune System: more than IgE	January 26–28, 2011	Brescia, Italy
	Basic OH Services for Vulnerable Populations – Current status and future challenges	June 19, 2011	Espoo, Finland
	La Necesidad de Mejora de la Salud rural en Latinoamerica	Dec 9–10, 2011	Santa Fé, Argentina
	Organic Dust Tromsø Symposium	April 3–6, 2011	University of Tromsø, Norway

Scientific Committee	Conference	When	Where
Shiftwork and Working Time	19 th International Symposium on Shiftwork and Working Time "Health and Well-being in the 24-h Society"	Aug 2–6, 2009	Venice, Italy
	20 th International Symposium on Shiftwork and Working Time	June 28–July 1, 2011	Stockholm, Sweden
	Day-long workshop "The Sleepy Brain"	June 27, 2011	Stockholm, Sweden
Thermal Factors	Indicators of occupational heat exposure, stress and strain for use in climate change impact assessments	June 7–9, 2011	Lund, Sweden
	XIV International Conference on Environmental Ergonomics	July 10–15, 2011	Nafplio, Greece
	ISO Standardization group meetings (ISO/TC159/SC5/WG1 "Thermal Environments")	Mar 18–19 2010;	Loughborough, England;
	ISO Standardization group meetings (ISO/TC159/SC5/WG1 "Thermal Environments")	Oct 14–15, 2010	Napoli, Italy
	ISO Standardization group meetings (ISO/TC159/SC5/WG1 "Thermal Environments")	October 7–8, 2011	Hokkaido, Japan
	HOTHAPS (High Occupational Temperature Health and Productivity Suppression) collaboration meeting	December 8., 2011	Auckland, New Zealand
Toxicology of Metals	8 th International Symposium on Biological Monitoring in Occ and Env Health	Sept 6–8, 2010	Finland
	8 th International Symposium on Biological Monitoring in Occupational and Environmental Health (ISBM) 6-8 September 2010	September 6-8, 2010	Espoo, Finland
	ISTERH International Society for Trace Element Research in Human and in collaboration with the Nordic Trace Element Society	October, 16–21 2011	Belek, Turkey
	Unemployment and Health	4 th International Conference in Unemployment, Job Insecurity and Health	Sept 21–23, 2011
Vibration and Noise	Synergic exposure to noise, vibrations, and ototoxic substances	Sept 30, 2010	Rome, Italy
Women Health and Work	XVII International Congress on Agricultural Medicine and Rural Health	Oct 13–19, 2009	Colombia
	1 st Meeting of the Center for International Health of the LMU	Dec 2–5, 2009	Chile
	International Conference on Gender and Development in the World of Work	Mar 25–27, 2010	Bundelkhand University
	III International Congress on Work and Health	April 12–16, 2010	Cuba
	XVI Argentinean Congress on Occ Med, IV Symposium on Women	May 19–23, 2010	Argentina
	4 th ICOH-WOPS Conference, Amsterdam 2010	June 14–17, 2010	Amsterdam
	Third International Congress on Rural Health in Mediterranean and Balkan Countries	Sept 22–25, 2010	Tirana, Albania

Scientific Committee	Conference	When	Where
	XV Congreso Nacional de Salud: "Nuevas tecnologías y cambios en la organización en el trabajo: Retos y oportunidades para la salud ocupacional".	Sept 8–11, 2010	Azul Melia Hotel
	16 th National Occupational health week of Colombia	Nov 3–5, 2010	Colombia
	XII Latin American Conference on OH	May 18–21, 2011	San Pedro Sula, Honduras
	31st Colombian Congress on OH and Occupational medicine	May 25–28, 2011	Cartagena de Indias, DC Colombia
	Jornadas de Salud Ocupacional in Perú	July 19–23, 2011	Cuzco, Peru
	From Unemployment to Sustainable participation in Work: Research, Interventions and Policies	September 21–23, 2011	Espoo, Finland
Work and Vision	Portuguese Society of Occupational Health	Nov 12–13, 2009	Culturgest Congress
	Zurich Workshop on Human Vision	Dec 10, 2009	Zurich
	Blue Light	May 18, 2010	
	Relevant Topics in Occ Health	May 21, 2010	Argentina
	Workshop on Work and Vision	Sept 15, 2010	South Australia
	National Congress of SOI	Nov 25, 2010	Milan, Italy
	73 rd National Congress of SIMLII	Dec 1–3, 2010	Milan, Italy
	II International Symposium on Low Vision Rehabilitation and Visual Ability	Dec 17, 2010	Rome, Italy
	Exposure to non-coherent Artificial Optical Radiation and possible ocular impairment	Oct 26, 2011	Chieti, Italy
	Risk and Causality of Eye Symptomatology	June 5–10, 2011	Austin, Texas, USA
	Knowledge Through Sharing	July 27, 2011	Parramatta, Sydney
	Human Factors and Ergonomics Society Annual Conference.	Nov 5–7, 2011	Crows Nest, Sydney
Work Disability Prevention and Integration	WDPI 2010	Sept 2–3, 2010	Angers, France
Work Organization and Psychosocial Factors	4th ICOH-WOPS Conference	June 14–17, 2010	Amsterdam, Netherlands

Attachment 2: Special Sessions, ICOH Congress 2012, Cancun, Mexico

Organized by ICOH Scientific Committees, Officers, Working Groups,
and National and International Scientific Committees

Special Session Titles

- A hands-on workshop: Facebook, Twitter, and Wikipedia for OSH professionals
- Asbestos: Combining issue from past to future and from factory to civil society
- Basic Occupational Health Services
- Biological monitoring for occupational risk assessment
- Building capacity, research, and networking for gender mainstreaming at work: A glance to global achievements
- Caring for the health of all workers: What can we expect from primary health care reforms?
- Case studies of ergonomics
- Chemical splashes: mechanisms and management, occupational health professionals' role
- Climate change and occupational heat stress
- Creating tools for risk assessment and management in agriculture: Updating the text health surveillance of pesticide workers
- Current challenges in occupational health and safety in Europe
- Deepwater Horizon Disaster Response
- Detergent enzyme hygiene and medical surveillance – What we have learned
- Different models of occupational health administration in Latin America
- Economic incentives and promotion of OHS in enterprises
- Education on occupational health in Latin America
- Emergency in occupational setting: should we suggest a new scientific committee?
- Emerging illness in workers and age of retirement
- Emerging lung disease including Nano particles
- Expatriates on High Risk Assignments: Best practices in pre-assignment health assessment programs
- Exposure assessment in epidemiologic studies of diesel exhaust and lung cancer
- Exposure to cooking fumes and health effects among cooks and kitchen workers
- Farming – Impact of organic dust exposure and genes on respiratory health
- Fresh perspectives of occupational health psychology: From ill-health to well-being
- From occupational health to optimal health
- Gender perspective in health, agriculture, and work in Latin America
- Global occupational health for the common good

- Global transfer of knowledge and sharing of learning materials for occupational health and safety
- Good Practices and methods for small-scale enterprises
- How to read and write Cochrane Systematic Reviews
- Human biomonitoring: From theory to practical use and interpretation
- Immunotoxicology of fibers: From bulk to nanomaterials
- Impact of climate change on occupational health and safety
- Implementing Safety Culture as a Strategy on improving Occupational Safety and Health
- Innovative practices in occupational health
- Linking health risk to business risk management
- Macroergonomics: Emotions and mind helping lean manufacturing
- Manganese neurotoxicity
- Migration and OH
- Nanotechnology: Current status
- Nervous system impacts of rural exposures to pesticides
- Neurotoxicity of chronic exposures to xenobiotics in the working environment
- Noise in the entertainment industry
- Occupational and environmental lead exposure is still a threat to children's health
- Occupational Diseases – new international developments and campaigns
- Occupational health challenges toward globalization in Asian Countries
- Occupational health in fine arts, music, and literature
- Occupational Health in Pemex -Mexican Petroleum Company
- Occupational Health in the green economy
- Occupational health issues in developed, emerging, and developing countries
- Occupational health nursing
- Occupational Health: Innovation programs
- Occupational illnesses in Central America and the Caribbean
- Occupational infectious diseases
- Occupational radiation protection - Global initiatives
- Occupational respiratory disorders the difficult diagnosis, a joint session
- Occupational safety and health culture
- Occupational safety and health culture in African Continent
- OSH research – Important to health for all people
- Percutaneous penetration of metals and their effects on skin
- Progress in prevention of occupational skin diseases: Global medical regulatory and societal aspects
- Promoting employment, job security and mental health among young workers
- Promoting health and well-being of outdoor workers exposed to solar
- Promoting job retention and health of older employees in times of organizational restructuring

- Promoting occupational safety and health among Mexican immigrant workers in the United States: A model for binational collaboration
- Protecting health workers from biological hazards: Success stories and good practices
- Protecting health workers: WHO, ILO and UNAIDS actions and instruments
- Protection of workers in disaster rRelief
- Protection, reduction, or banning of pesticides? What are the effective and realistic interventions to avoid occupational/accidental/suicidal intoxications - examples from high and low income countries
- Psychosocial approaches in healthy organizations
- Radiographs and pneumoconiosis
- Recognition, prevention and control of work-related cardiovascular disorders
- Results and preventive recommendations about physical work load at construction workplaces
- Return to work and job retention – What can be done at the individual, workplace, health service provision and societal levels
- Revised ICOH Code of Ethics for occupational health professionals
- Risk analysis and prevention of biomechanical overload experiences by the international OCRA schools
- Risk assessment of pesticide use in agriculture: New tools and traditional approaches
- Shiftwork and working time effects: updating news
- Skill sets for occupational health
- Structures and services for occupational health surveillance in agriculture
- Suspect and fact: Health effects in newly emerging industry (Semiconductor industry)
- The reciprocal influences of Corporate Social Responsibility and occupational security and health. Sustainable work in sustainable development”
- The role of social security in the prevention of risk in Latin America and the Caribbean
- The use of new media to improve risk communication and build our community of practice
- Tracing new occupational diseases towards OSH-vigilance system
- What do we know in OSH: Systematic reviews of occupational health topics
- WHO healthy workplace framework: Conceptualization and development
- Whole body vibration and shocks measurements, effects, and prevention
- Women, aging and work ability
- Work Integral Rehabilitation of arms and legs using biomecatronics
- Work with seafood - Exposure and health effects
- Work-life balance for working women

- Workplace bullying: Prevalence, risk factors, and consequence in a cross-cultural perspective
- Workplace social capital and cardiovascular and mental health
- Work-related road safety: Research, policy, and practice

Attachment 3: Oral Paper Sessions, ICOH Congress 2012

Organized by ICOH Scientific Committees, Officers, Working Groups, and National and International Scientific Committees

Oral Session Topics

- Accident prevention
- Advances in biological monitoring
- Advances in occupational toxicology
- Aging and work
- Biomonitoring of chemical exposures experiences in developing countries
- Cardiology in OH
- Cardiovascular and chronic diseases and occupational risks in developing countries
- Children and adolescent workers occupational health work conditions in developing countries
- Co-occurrence of musculoskeletal disorders and mental health problems
- Development and evaluation of evidence-based practice guidelines in occupational health
- Education and training in occupational health
- Education sector workers' occupational health conditions
- Ergonomic risks in non-traditional jobs in developing countries
- Health risks and prevention tools in the construction industry
- History of occupational health in Mexico and Latin America
- History of prevention of occupational and environmental diseases
- Improving quality in occupational health practice
- Indoor air quality
- Job-specific workers' health surveillance
- Molecular Biology in occupational health
- MSDs in the construction industry risks and prevention
- Nanoparticles and Occupational health
- Neurobehavioral methods in occupational and environmental health
- Neurotoxic effects from chemical agents
- Noise
- Occupational allergies
- Occupational and environmental dermatoses
- Occupational and environmental immunotoxicology
- Occupational asthma and hypersensitivity pneumonitis
- Occupational Chronic Obstructive Pulmonary Disease
- Occupational exposure to toxic metals
- Occupational health and development

- Occupational health conditions of health care workers in developing countries
- Occupational health for health care workers
- Occupational health in the chemical industry
- Occupational health nursing
- Occupational health research in Mexico-FENASTAC experience
- Occupational infectious agents
- Occupational medicine
- Pesticide risk assessment and management in agriculture
- Pneumoconiosis
- Promoting health and well-being at work
- Psychosocial factors and MSDs cause effect interventions
- Psychosocial factors at work and worker health
- Psychosocial factors – How to intervene
- Psychosocial interventions for prevention of stress at work
- Psychosocial risks interventions at work in developing countries
- Radiation and work
- Reproductive hazards in the workplace
- Safety management in the construction industry
- Shiftwork & working time
- Small-scale enterprises and the informal sector
- The state of construction safety and health science
- Vibration
- Women, health and work
- Work and vision – Assessing the risk of the work environment
- Work and vision – Functional and clinical aspects
- Work disability prevention and integration

Attachment 4: Posters Program, ICOH Congress 2012

Organized by ICOH Scientific Committees, Officers, Working Groups, and National and International Scientific Committees

Poster Session Topics

- Accident prevention
- Advances in biological monitoring
- Advances in occupational toxicology
- Aging and work
- Biomonitoring of chemical exposures experiences in developing countries
- Cardiology in occupational health
- Cardiovascular and chronic diseases and occupational risks in developing countries
- Children and adolescent workers occupational health work conditions in developing countries
- Co-occurrence of musculoskeletal disorders and mental health problems
- Development and evaluation of evidence-based practice guidelines in occupational health

- Education and training in OH
- Education sector workers occupational health conditions
- Ergonomic risks in non-traditional jobs in developing countries
- Health risks and prevention tools in the construction industry
- Improving quality in occupational health practice
- Indoor air quality
- Infectious diseases and prevention in agriculture and animal breeding
- Job-specific workers' health surveillance
- Molecular biology in occupational health
- MSDs in the construction industry risks and prevention
- Nanoparticules and occupational health
- Neurobehavioral methods in occupational and environmental health
- Neurotoxic effects from cChemical agents
- Noise
- Occupational allergies
- Occupational and environmental dermatoses
- Occupational and environmental immunotoxicology
- Occupational asthma and hypersensitivity pneumonitis
- Occupational Chronic Obstructive Pulmonary Disease
- Occupational exposure to toxic metals
- Occupational health and development
- Occupational health conditions of health care workers in developing countries
- Occupational health conditions of informal outsourcing workers in developing countries
- Occupational health nursing
- Occupational health research in Mexico-FENASTAC experience
- Occupational infectious agents
- Occupational medicine
- Occupational health for health care workers
- Occupational health in the chemical Industry
- Pesticide risk assessment and management in agriculture
- Pneumoconiosis
- Promoting health and well-being at work
- Psychosocial factors and MSDs cause effect interventions
- Psychosocial factors at work and worker health
- Psychosocial factors – How to intervene
- Psychosocial interventions for prevention of stress at work
- Radiation and work
- Reproductive hazards in the workplace
- Safety management in the construction industry
- Shiftwork & working time
- Small-scale enterprises and the informal sector
- Social responsibility for vulnerable population in Mexico
- Vibration
- Women, health and work
- Work and vision – Functional and clinical aspects
- Work disability prevention and integration

Report on Activities of ICOH National/Area Secretaries



Suvi Lehtinen

Appointment of the National Secretaries (NS) by the President

To enable the ICOH President to appoint the NSs after their election, the Vice President (VP) sent an e-mail to the NSs of 2006-2008 tenure asking for the results of the election or the agreement concerning the nomination of a National Secretary made among the members of the country. The message also contained

- the Guidelines for ICOH National/Area Secretaries
- the Contact Information Form
- the Transparency Declaration Form.

After the initial appointments of National/Area Secretaries by the President, new Secretaries were continuously appointed in the course of 2010, and some even in early 2011. The list of the National/Area Secretaries is on pages 8–9 of this report.

The Guidelines for NSs, approved by the ICOH Board in 2008, stipulate that ICOH National Secretary can be reappointed for one additional term. Thus the two-term principle is also valid for ICOH NSs.

The current number of ICOH National/Area Secretaries appointed is 61. They are distributed among the continents as follows:

Regions	Appointed	
North America	3	
Latin America	8	
Europe	29	
The Middle East	2	
Africa	8	
Asia	10	
Oceania	1	
Total	61	as of 31.12.2011

During the autumn of 2010, a process was launched to activate the appointment of ICOH NSs in the countries with no previous ICOH National Secretary because of low membership. The number of these NSs is currently 14. The feedback from these experts has been very positive, as the contact and appointment of an ICOH National Secretary has been interpreted as a positive attempt by ICOH to improve the communication



of information regarding ICOH in these countries. The total number of countries with ICOH members is around 90.

Work Plan for National Secretaries

As soon as an ICOH member was appointed as ICOH National Secretary by the ICOH President, the Vice President sent a template Work Plan asking for additions, ideas and modifications, as needed.

The tasks of all ICOH National/Area Secretaries are in principle the same, although obviously there are differences between countries with more than 100 ICOH members and those with only one or a few members.

According to the Guidelines, ICOH National/Area Secretaries represent the activities of ICOH in the country or area for which they are designated and promote co-operation and communication among the ICOH members of their country or area and the links to other ICOH bodies.

The general tasks of an ICOH National Secretary are:

- Developing a work plan for the triennium
- Making the ICOH Core Documents and ICOH Promotion tools available
- Selecting a few activity lines for the current tenure
- Setting a target for increasing membership in the country
- Utilizing the ICOH administrative supports (President, Vice President, Secretary-General, the Secretariat)
- Participating in the NSs' meeting in the region (to be informed by the Vice President)
- Evaluation of activities - Report of activities sent twice during the triennium to the VP.

These activities include the dissemination of information regarding ICOH activities, the networking of relevant activities of ICOH members, as well as the translation of key ICOH documents into local languages. In total, 52 reports – either mid-term or final – were made available.

Promotion of the membership campaign and ICOH activities by National/Area Secretaries

The role of National/Area Secretaries in membership campaigns in the countries is crucial.

It was agreed that each National Secretary sets a membership target in 2012. In their reports and communications, some NSs emphasized the challenges and difficulties in recruiting new members to ICOH. Some of these challenges can be facilitated by the Vice President or ICOH Secretariat measures, but some need to be tackled by the National Secretaries themselves.

The NSs asked to be informed of all ICOH scientific symposia and meetings organized in their respective countries. This would allow them

to prepare an ICOH stand for relevant meetings to attract new members. Most of the symposia organized by ICOH Scientific Committees are displayed on the ICOH website. However, the direct communication of information from Scientific Committees to the National Secretary concerned can still be strengthened.

Similarly, the NSs asked to be sent a brief summary of the conclusions of the scientific symposia organized by ICOH Scientific Committees, in order to allow them to disseminate the information further. These summary reports of some of the symposia organized by Scientific Committees are available in the ICOH Newsletter. This activity can be further developed in the forthcoming triennium.

One of the key activities was to try to introduce ICOH at one annual congress of the national Society of Occupational Medicine within the 3-year period. On the basis of NS reports, this seems to be the most common form of membership recruitment.

ICOH NSs were also encouraged to collaborate with the National Associations in their countries in order to draw new members from their memberships – also acquiring new sustaining members. In addition, Postgraduate Training Institutions in Medicine were deemed appropriate targets for membership recruitment. These forms of collaboration have been used in the current triennium.

The NSs asked for further promotion materials to support the recruitment of new members. The NS Virtual Office and the ICOH website now have five main sets of information materials for NSs to use for informing occupational health and safety experts about ICOH activities, and thereby attracting them to join ICOH. These are:

1. The ICOH PowerPoint Presentation
2. The ICOH brochure
3. The Membership application form (in several languages)
4. The ICOH Newsletter
5. The ICOH one-page benefit leaflet.

The Virtual Office <<http://www.icohweb.org/nsvo/>> contains the following:

- NS obligation – Transparency Declaration Form and NS Report Model for 2009-2011
- Membership tools – Powerpoint presentation, membership brochure, English, French, Portuguese, Spanish and Italian Application Forms
- Guidelines for NSs
- NSs' Member Lists.

All these materials are made available on the ICOH website. In order to save costs of surface mailing the use of web material and printing them locally is recommended. This procedure has also been confirmed by some of the NSs, who have found it feasible.

In addition to these, the website also has the Triennial Reports, but these are more comprehensive and not so easy to print.

The most recent material is the one-page leaflet describing the benefits enjoyed by ICOH members, thus helping to make the added value

of ICOH membership more visible. As this leaflet was prepared for the first time during this triennium, it was printed in autumn 2010 (5,000 copies) and distributed to all ICOH NSs. This leaflet goes together with the application form. The ICOH promotional brochure contains additional information.

Those who want to join ICOH often require a prompt reply from the Secretariat. To shorten the time from application to final decision, the Secretariat advises attaching a brief CV either in English or French to the membership form. This will speed up the process.

Further developing two-way communication

Continuous flow of information between the NSs and the ICOH VP was established through an information letter from the VP to NSs four to five times a year.

NSs were asked to report on their activities in the ICOH Newsletter in a similar manner as the Scientific Committee Chairs and Secretaries. This activity, begun in 2009-2011, can certainly be developed in a more systematic direction during the next triennium. During the current triennium, a total of 15 brief reports on NS activities were published in the ICOH Newsletter.

The NS Virtual Office has received positive feedback as it has made the work of the NSs easier. The NSs made several proposals to further develop the ICOH NS Virtual Office as a platform for interactive communication. This needs to be looked into in order to ensure the continuity of the activity and the sufficient resources to maintain the website.

Joint meetings of National Secretaries

At the beginning of the Triennium, a target was set to arrange at least one regional meeting of ICOH NSs on each continent. These were planned in connection with other international symposia, to be organized by one of the countries in the Region.

A meeting with the ICOH National/Area Secretaries, organized by the Vice President at the time, Dr. Kogi, was held during the 2009 ICOH Congress in Cape Town, to discuss their activities during the previous term and to preliminarily plan activities for the 2009–2012 triennium. The participants of the meeting agreed to strengthen the membership campaign and actively promote ICOH and its activities.

During the period of 2009–2011, ICOH Officers held meetings with National/Area Secretaries at separate occasions to discuss the membership campaign and the promotion of ICOH activities, as well as collaboration among NSs. These meetings were very useful for examining the means of support for the activities of the Secretaries and reviewing the membership campaign.

For reviewing the roles of National/Area Secretaries and the cooperation among them, regional meetings were held inviting National/Area Secretaries from respective regions as follows:

LATIN AMERICA

- **17 May 2010, Argentina (Cristina Pantano and Claudio Taboada)**

The Latin American NS regional meeting was held in May 2010 in Argentina. Unfortunately, none of the ICOH officers could attend this meeting, and therefore only a message from the Vice President in charge of National Secretary activities was conveyed to the participants of the meeting. NSs from Argentina, Uruguay, Brazil and Chile were represented in the meeting.

- **8 September 2010, Ixtapa, Mexico (Elia Enriquez)**

The Second Latin American regional NS meeting was held on 8 September 2010 in Ixtapa, Mexico on the occasion of the National Congress on Occupational Health. The NSs of Argentina, Brazil, Colombia, Costa Rica, Mexico and Peru attended together with ICOH Vice President responsible for NSs, and some other ICOH members.

- **20 July 2011, Cusco, Peru (Raul Gomero)**

The third regional NS meeting in Latin America was arranged in connection with the Primera Jornada de Salud Ocupacional y Ambiental. NSs from Argentina, Brazil, Chile, Mexico, Paraguay and Peru, and the Vice President participated in the meeting. In addition, some Board members and other ICOH members also attended the meeting to strengthen the exchange of information.

AFRICA

- **31 October 2010, Casablanca, Morocco (Abdeljalil El Kholti)**

The first opportunity for arranging an NS regional meeting in Africa was offered in connection with the International Symposium on Health of Health Care Workers, held in Casablanca at the end of October 2010. Five NSs from Morocco, Senegal, Tunisia, Brazil and Canada and ICOH President attended.

- **19 October 2011, Accra, Ghana (Edith Clarke)**

An informal meeting of Ghana NS, previous NS of Kenya, ICOH President and Vice President was arranged in connection with the International Symposium on Occupational Health in Small-scale Enterprises and the Informal Sector.

EUROPE

- **10 February 2010, Helsinki, Finland (Suvi Lehtinen)**

A meeting of ICOH NSs was arranged in connection with the International Conference on 'Towards Better Work and Well-being, on 10 February 2010, in Helsinki, Finland. The NSs of Finland and Kenya participated, as well as the ICOH Past President and the Vice President in charge of NSs.

- **21 June 2011, Espoo, Finland (Suvi Lehtinen)**

Another European regional NS meeting was held in connection with the International Forum on Occupational Health and Safety, on 20–22 June 2011, in Helsinki, Finland. The NSs of China, Finland, Kenya, Mexico, Poland, Romania, Tanzania, Uganda and Vietnam attended, as well as ICOH President, Past President, Secretary General, Vice President and President of ICOH 2012.

- **12 September 2011, Istanbul, Turkey (Yucel Demiral)**

The third meeting in the European region was organized in connection with the ILO-ISSA World Congress on Safety and Health at Work. The NSs of Turkey, Morocco, Mexico, and Senegal attended, as well as the ICOH President, Past President, Secretary General, President of ICOH2012, and Vice President.

ASIA

- **10 July 2010, Kitakyushu, Japan (Seichi Horie and Norito Kawakami)**

The Asian regional meeting of National/Area Secretaries was held in Kitakyushu, Japan. A total of 3 NSs attended, from China, Japan, and the Republic of Korea together with ICOH President and some Board members.

- **10 March 2011, Bangkok, Thailand (Yothin Benjawung)**

The next Asian regional meeting of National/Area Secretaries was organized in conjunction with the Asian Conference on Occupational Health on 9–11 March 2011 in Bangkok, Thailand. Seven ICOH NSs from Thailand, Mexico, Japan, Korea, Vietnam, Australia and Taiwan, China participated in the meeting. In addition, the ICOH President, Vice President, Editor of the ICOH Newsletter, and Organizers of ICOH2012 attended.

In all, 28 National/Area Secretaries had an opportunity to attend at least one of these regional meetings.

These regional meetings discussed the membership campaign, ways in which to promote ICOH activities – including those of the Scientific Committees, the link with national and regional events and the preparatory work for ICOH2012. The regional meetings were deemed useful for discussing the link between the National/Area Secretaries, the ICOH Secretariat and the Officers, and also for developing regional co-operation.

Questionnaire Survey

ICOH conducted a survey among the 61 countries in which ICOH has an ICOH National Secretary. One of the tasks of the ICOH NSs is to collect and share information on occupational health in the countries.

The aim of the survey was to collect information on the occupational safety and health (OSH) organizations in the countries, as well as on the status of occupational health services. In addition, the possibilities of ICOH NSs acting as key informants in surveys concerning national occupational health capacities was looked into.

The results will be reported back in the regional meetings of NSs and also in ICOH2012. The reporting of interim results was done as a poster in the International Forum on Occupational Health and Safety, held on 20 June 2011 in Espoo, Finland. A total of 10 responders attended the International Forum.

A directory of the OSH institutions and associations in the respondent countries will be published. A summary article on the status of occupational health services will also be submitted for publication.

Editor's Report

Professor Seong-Kyu Kang



Newsletter

Since it was revitalized in 2003 by its Editor, Suvi Lehtinen of FIOH, the Newsletter has been published three times a year per triennium. Dr. Seong-Kyu Kang (skk@kosha.net) of KOSHA took on the post of Editor-in-Chief during the 2nd issue in 2009 (V7N2) and changed the format of the newsletter to contain different colour and fonts. The Task Group on Information acts as the Editorial Board of the Newsletter.

The Newsletter aims to provide information on members and their activities through ICOH communities such as the Scientific Committees (SC), and on national gatherings and regional meetings. It includes the President's message, the Editor's note, a special article on a hot topic, SCs' reports on international conferences, National Secretaries' reports on members' domestic and regional activities, ICOH administrative issues, introduction of sustaining members, information on publications and upcoming scientific meetings, welcome messages to new members, information on SC chairs and secretaries, and any information related to members (Table 1). The latter part of the Newsletter also contains a summary in French.

Although the release of the newsletter was planned for March, July and November, it sometimes came out a month late. The first issue in 2012 is planned for release in April because of the Congress to be held in March. At the beginning of this triennium, the newsletter was meant to change from the printed copy into an electronic version, which could be sent by email in order to save on mailing costs. However, the number of members who expressed the wish to receive only an electronic version of the newsletter was very small. It seems that many members do not have easy access to the electronic version and that some could not receive the newsletter email due to a tight spam-filtering system. Thus the editorial office decided to keep the printed form for the time being. The newsletter is currently sent both by email and postal mail to all members in good standing. However, approximately 30 emails sent to members have bounced back, and 10 posted copies have been returned to the editorial office.

The electronic version is uploaded onto the ICOH website immediately after publishing.

(http://www.icohweb.org/site_new/ico_newsletter.asp)

Table 1. Contents of ICOH Newsletter

Issues	Pages	Reports		Introductory article
		SCs	NSs	
1/2009	22	2	2	J. Rantanen: Global Occupational Health
2/2009	22	4	3	D. Koh & J. Sng: H ₁ N ₁
3/2009	24	6	3	J-S Yang: GHS on Occupational Health
1/2010	24	3	2	V. Castranova: Hot Issues on Occupational Health
2/2010	24	4	2	M. Ross: Occupational Infectious Diseases
3/2010	28	5	-	G. Costa: Shift Work and Health: Current Problems and Preventive Actions
1/2011	28	2	1	K. Balakrishnan: Application of control- banding approaches in Southern India for safe chemical management: Challenges and Opportunities
2/2011	32	2	-	T. Okubo: Interim report on working conditions after the nuclear accident at the Fukushima Nuclear Power Station
3/2011	24	2	2	DM Zalk and GAH Heussen: Banding the World Together; the global growth of Control Banding and qualitative occupational risk management

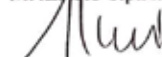
AUDITORS' REPORT ON THE FINANCIAL STATEMENTS

To the General Assembly of the
International Commission on Occupational Health

1. We have audited the financial statements of the International Commission on Occupational Health, which comprise the statement of financial position, the statement of income and expenditure and the related explanatory notes, as of and for the financial period from November 1, 2008 to October 31, 2011. These financial statements, prepared in accordance with International Financial Reporting Standards as adopted by the European Union, are the responsibility of the Company's Directors. Our responsibility is to express an opinion on these financial statements based on our audit.
2. We conducted our audit in accordance with the Auditing Standards recommended by CONSOB, the Italian Commission for listed Companies and the Stock Exchange. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the Directors, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion. For the opinion on the prior three years period's financial statements, the balances of which are presented for comparative purposes, reference should be made to our auditors' report issued on January 15, 2009.
3. In our opinion, the financial statements of the International Commission on Occupational Health as of October, 31 2011 comply with the International Financial Reporting Standards as adopted by the European Union; therefore they are clearly stated and give a true and fair view of the financial position and the results of the operations of the International Commission on Occupational Health for the three years period then ended.

Rome, January 10th 2012

MAZARS S.p.A.



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Partner

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SEDE LEGALE: C.SO DEI PONTI VIGORINA, 35 - 20127 MILANO
S.P.A. - CAPITALE SOCIALE DELIBERATO € 3.000.000,00, SOFFOCRITTO E VERSATO € 2.800.000,00

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ALBO SPECIALE DELLE SOCIETÀ DI REVISIONE CON DELIBERA CONSOB N° 17.841 DEL 28/01/2010
UFFICI ITALIA: BOLOGNA - BRESCIA - FIRENZE - GENOVA - MILANO - NAPOLI - PADOVA - PALERMO - ROMA - TORINO



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Prof. Frank Van Dijk (The
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Prof. Sheng Wang (P.R. of China)
Prof. Peter Westerholm (Sweden)

April 14, 2009

This representation letter is provided in connection with your audit of the financial statements of ICOH for the period ended March 28, 2009.

We acknowledge our responsibility for the fair presentation of the financial statements in accordance with international accounting principles.

We confirm, to the best of our knowledge and belief, the following representation:

- There have been no irregularities involving management or employees who have a significant role in the accounting and internal control system or that could have a material effect on the financial statements.
- We have made available to you all books of account and supporting documentation and all minutes of meetings of the general assembly and the board of directors.
- We confirm the completeness of the information provided regarding the identification of related parties.
- The financial statements are free of material misstatements, including omissions.
- The Commission has complied with all aspects of contractual agreements that could have a material effect on the financial statement in the event of noncompliance. There has been no noncompliance with requirements of regulatory authorities that could have a material effect on the financial statements in the event of noncompliance.



International Commission on Occupational Health - ICOH
Commission Internationale de la Santé au Travail - CIST

Founded in 1906 as Permanent Commission



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- The following have been properly recorded and when appropriate, adequately disclosed in the financial statements:
 - a) The identity of, and balances and transactions with, related parties.
 - b) Losses arising from sale and purchase commitments.
 - c) Agreements and options to buy back assets previously sold.
 - d) Assets pledged has collateral.
- We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.
- The Commission has satisfactory title to all assets and there are no liens or encumbrances on the company's assets.
- We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the financial statements all guarantees that we have given to third parties.
- There have been no events subsequent to period and which require adjustment of or disclosure in the financial statements.
- No claims in connection with litigation have been or are expected to be received.

With our best regards

Prof. Jorma Rantanen
Past President

Dr. Sergio Iavicoli MD, PhD
Secretary-General



International Commission on Occupational Health - ICOH
Commission Internationale de la Santé au Travail - CIST

Founded in 1906 as Permanent Commission



January 10, 2012

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Prof. Peter Westerholm (Sweden)

This representation letter is provided in connection with your audit of the financial statements of ICOH for the period ended October 31, 2011.

We acknowledge our responsibility for the fair presentation of the financial statements in accordance with international accounting principles.

We confirm, to the best of our knowledge and belief, the following representation:

- There have been no irregularities involving management or employees who have a significant role in the accounting and internal control system or that could have a material effect on the financial statements.
- We have made available to you all books of account and supporting documentation and all minutes of meetings of the general assembly and the board of directors.
- We confirm the completeness of the information provided regarding the identification of related parties.
- The financial statements are free of material misstatements, including omissions.
- The Commission has complied with all aspects of contractual agreements that could have a material effect on the financial statement in the event of noncompliance. There has been no noncompliance with requirements of regulatory authorities that could have a material effect on the financial statements in the event noncompliance.
- The following have been properly recorded and when appropriate, adequately disclosed in the financial statements:
 - a) The identity of, and balances and transactions with, related parties.



International Commission on Occupational Health - ICOH
Commission Internationale de la Santé au Travail - CIST

Founded in 1906 as Permanent Commission



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Prof. Peter Westerholm (Sweden)

- b) Losses arising from sale and purchase commitments.
- c) Agreements and options to buy back assets previously sold.
- d) Assets pledged has collateral.

- We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.
- The Commission has satisfactory title to all assets and there are no liens or encumbrances on the company's assets.
- We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the financial statements all guarantees that we have given to third parties.
- There have been no events subsequent to period and which require adjustment of or disclosure in the financial statements.
- No claims in connection with litigation have been or are expected to be received.

With our best regards

Dr. Kazutaka Kogi MD, DMSc
President

Dr. Sergio Iavicoli MD, PhD
Secretary-General

INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH

STATEMENT OF FINANCIAL POSITION

October 31, 2011

	Notes	October 2011 Chf	October 2008 Chf
ASSETS			
Current Assets:			
Cash and cash equivalents	4	653,336	617,623
Other receivables	5	45,074	45,828
Total Assets		<u>698,410</u>	<u>663,451</u>
LIABILITIES AND FUND BALANCES			
Current liabilities:			
Other payables	6	145,146	140,443
Deferred revenue		66	271
Total current liabilities		<u>145,212</u>	<u>140,714</u>
Fund balances:			
Accumulated Funds		553,198	522,737
Total fund balances	7	<u>553,198</u>	<u>522,737</u>
Total liabilities and fund balances		<u>698,410</u>	<u>663,451</u>

ACCUMULATED FUNDS

Balance as at prior period ending	522,737
Bond's depreciation	- 13,542
Transfer from statement of income and expenditure	44,003
Balance as at current period ending	<u>553,198</u>

INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH

STATEMENT OF INCOME AND EXPENDITURE

Period from November 1, 2008 to October 31, 2011

	November 1, 2008 to March 28, 2009 (CHF)	March 29, 2009 to October 31, 2011 (CHF)	November 1, 2008 to October 31, 2011 (CHF)	January 1, 2006 to October 31, 2008 (CHF)
INCOME				
Membership fees	7,524	384,532	392,056	402,529
Bank interest	-	-	-	-
Miscellaneous income	-	-	-	5,782
Contribution to ICOH	-	-	-	-
Bank interest on bond	3,375	17,683	21,058	20,058
Income from ICOH 2009	-	119,816	119,816	-
Income from ICOH 2006	-	-	-	97,189
Write off of over provision	-	-	-	-
Total Income	10,899	522,031	532,930	525,558
EXPENDITURE				
Past President's expenses	-	4,311	4,311	-
Current President's expenses	-	25,525	23,525	36,299
1st Vice President's expenses	-	18,701	18,701	16,005
2nd Vice President's expenses	2,418	19,178	21,596	25,042
Past Secretary-General's expenses	-	-	-	-
Current Secretary-General's expenses	1,991	19,848	21,839	20,733
Secretariat office administration expenses	21,180	34,239	55,419	60,896
Secretariat admin. staff salary	18,806	79,022	97,828	80,148
Board meetings expenses	-	11,928	11,928	14,295
Officers' meeting	-	10,090	10,090	9,090
Scientific committees expenses	-	24,324	24,324	29,358
SCs Meetings of chairpersons/secretaries	-	7,243	7,243	10,471
ICOH Strategic Initiatives	2,394	25,029	27,423	78,584
Audit fees:				
current period	-	12,206	12,206	17,587
underprovision in prior period	4,234	-	4,234	-
Bank charges	1,707	28,118	29,825	14,036
ICOH 2012 Developing Countries Participations Support	-	78,000	78,000	-
ICOH 2006	-	-	-	14,668
ICOH 2009 Developing Countries Participations Support	6,496	-	6,496	60,000
Website account	7,444	24,233	31,677	21,538
Foreign exchanges loss	118	693	811	91
Loss on securities transaction	-	1,452	1,452	4,850
Total expenditure	66,788	472,139	488,927	513,239
OPERATING GAIN/(DEFICIT) TRANSFERRED TO ACCUMULATED FUNDS	-	55,892	44,003	12,319

See accompanying notes to the financial statements.

INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH

NOTES TO THE FINANCIAL STATEMENTS

October 31, 2011

1. GENERAL

The organization was founded in 1906 in Milan (Italy) as the Permanent Commission on Occupational Health. The principal place of operation of the organization is at INAIL former ISPESL Department of Occupational Health, Via Fontana Candida 1, 00040 Monteporzio Catone, Rome-Italy.

The principal activity of the organization is to foster the scientific progress, knowledge and development of occupational health and related subjects on international basis.

The financial statements are expressed in Swiss Francs.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF ACCOUNTING – The financial statements are prepared in accordance with the historical cost convention and are drawn up in accordance with the provisions of the International Statements of Accounting Standard.

FINANCIAL ASSETS – Financial assets include cash and bank balances and other receivables. Other receivables are stated at their nominal values as reduced by appropriate allowances for estimated irrecoverable amounts.

FINANCIAL LIABILITIES – Financial liabilities are classified according to the substance of the contractual arrangements entered into. Financial liabilities include other creditors and are stated at their nominal values.

FOREIGN CURRENCY TRANSACTIONS – Transactions in foreign currencies are recorded in Swiss Francs at the rates ruling at the date of the transactions. At each balance sheet date, recorded foreign currency monetary balances are reported at the rates ruling at the balance sheet date. All realized and unrealized exchange adjustment gains and losses are dealt with in the profit and loss statement.

INTEREST ON FIXED DEPOSITS – Interest on fixed deposits is recognized on an accrual basis.

MEMBERSHIP SUBSCRIPTIONS – Membership subscriptions are recognized on a cash basis.

RETIREMENT BENEFIT COSTS – Payments to defined contribution retirement benefit plans (including state-managed retirement benefit schemes) are charged as an expense when incurred.

3. FINANCIAL RISKS AND MANAGEMENT

i) Credit risk

The organization has minimal credit risk as most of the organization's income are on cash terms.

ii) Interest rate risk

The organization is not exposed to any interest risk except for certain cash balances, which are interest bearing.

iii) Foreign currency risk

The organization's foreign currency exposures arose mainly from the exchange rate movements of the United States dollar, and the Swiss Francs and Euros which is also the organization's reporting currency. The organization's management believes that their foreign exchange rate risk is minimal. Hence, the organization does not use any derivative financial instruments to mitigate this risk.

iv) Liquidity risk

The organization has sufficient liquidity at all times through efficient cash management. The organization's ability to meet its obligations is managed by maintaining appropriate level of cash balances.

v) Fair value of financial assets and financial liabilities

The carrying amounts of financial assets and financial liabilities reported in the balance sheet approximate their fair value.

4.	CASH AND CASH EQUIVALENTS		
		<u>2011</u>	<u>2008</u>
		Chf	Chf
	Time deposits	221.158	224.152
	Cash and bank	<u>432.178</u>	<u>393.471</u>
		<u>653.336</u>	<u>617.623</u>
5.	OTHER RECEIVABLES		
		<u>2011</u>	<u>2008</u>
		Chf	Chf
	Accrued bank interest	-	-
	Loan to ICOH 2009 Congress		40.000-
.....	Loan to MEXICO 2012	40.000	
	Others	<u>5.074</u>	<u>5828</u>
		<u>45.074</u>	<u>45.828</u>
6.	OTHER PAYABLES		
		<u>2011</u>	<u>2008</u>
		Chf	Chf
	Accrued expenses	132.940	124.927
	Audit fees payable	<u>12.206</u>	<u>15.517</u>
		<u>145.146</u>	<u>140.444</u>
7.	ACCUMULATED FUNDS		
		<u>2011</u>	<u>2008</u>
		Chf	Chf
	Balance as at prior period ending	522.737	511.506
	Period adjustment		
	Bond's depreciation	(13.542)	(1.088)
	Transfer from statement of income and expenditure	<u>44.003</u>	<u>12.319</u>
	Balance as at current period ending	<u>553.198</u>	<u>522.737</u>
8.	STAFF COSTS		
		<u>2011</u>	<u>2008</u>
		Chf	Chf
	Staff costs	<u>-</u>	<u>-</u>
	Costs of defined contribution plans included in staff costs	<u>-</u>	<u>-</u>

Number of employees at end of year - -

9. RECLASSIFICATIONS AND COMPARATIVE FIGURES

The financial statements for 2011 cover the financial period from November 1st, 2008 to October 31st, 2011. The financial statements for 2008 cover the financial period from January 1st, 2006 to October 31st, 2008.

Prior period's financial statements classification has been kept for comparability with the current period's financial statements. The figures related to the period ending at October 31st, 2011 are split into the Statement of Income and Expenditure in two columns, referred to the period November 1st 2008-March 28th 2009 and to the period March 29th 2009-October 31st, 2011, to provide separate evidence of the incomes and expenditures pertaining to current management, for the period November 1st 2008-October 31st 2011 and to prior management for the period January 1st 2006-October 31st 2011.

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Organization	Country
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Finnish Institute of Occupational Health (FIOH)	Finland
The Finnish Work Environment Fund	Finland
Institut National de Recherche et de Sécurité (INRS)	France
Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA)	Germany
Clinica del Lavoro “L. Devoto”	Italy
Fondazione Salvatore Maugeri	Italy
Italian Workers’ Compensation Authority, Department of Occupational Medicine (INAIL, formerly ISPESL)	Italy
Occupational Health Promotion Foundation	Japan
University of Occupational & Environmental Health	Japan
Korea Occupational Safety and Health Agency (KOSHA)	Republic of Korea
AFA Insurance	Sweden
PREVENT	Sweden
Stichting Arbouw	The Netherlands
International Institute of Risk and Safety Management	United Kingdom
National Institute for Occupational Safety and Health (NIOSH)	USA



ICOH 2015

31th, ICOH Congress 2015, Seoul, Korea

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May 31 – June 5, 2015

Hosted by: Korea Occupational Safety & Health Agency

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- Korean Society of Occupational & Environmental Hygiene
- Korean Academic Society of Occupational Health Nursing
 - The Korean Society of Safety
 - Ergonomics Society of Korea

Employees and Employers' Associations

- Federation of Korean Trade Unions
- Korea Employers Federation

Local Government

- Seoul Metropolitan Government

Tourism

- Korea Tourism Organization
- Seoul Tourism Organization

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