

# Triennial Report 2012–2014



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

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# **Triennial Report 2012–2014**

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**ICOH General Assembly I on 18 March 2012, Cancun, Mexico**



**Closing ceremony of the  
ICOH2012 on  
24 March 2012 in  
Cancun, Mexico**



# ICOH Board and Officers – Triennium 2012–2014



(standing, left to right) Seong-Kyu Kang, Malcolm Sim, Timo Leino, Peter Westerholm, Claudina Nogueira, Marilyn Fingerhut, Mary Ross, Giovanni Costa, Edoardo Santino and Yves Roquelaure

(seated, left to right) Monique Frings-Dresen, Jorma Rantanen, Sergio Iavicoli, Kazutaka Kogi, Suvi Lehtinen, Bonnie Rogers and Elia Enriquez

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<b>Occupational Health Nursing</b>	Louwna J. Pretorius South Africa	Susan Randolph USA
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<b>Thermal Factors</b>	Hannu Rintamäki Finland	Shin-ichi Sawada Japan
<b>Toxicology of Metals</b>	Lars Barregård Sweden	Roberto G. Lucchini Italy
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<b>Work Organisation and Psychosocial Factors</b>	Stavroula Leka United Kingdom	Judith K. Sluiter The Netherlands

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 Ethics and Transparency Committee  
 Scientific Advisory Committee  
 Task Group on Information  
 Task Group on Constitution,  
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 Task Group on Membership  
 Task Group on Social Determinants and Occup. Health

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### **Network**

International Communication  
 and Information Technology

### **Chair**

Max Lum

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Working Group on Occupational  
 Infectious Agents  
 Working Group on Young Workers  
 and Child Labour  
 Working Group on the Implementation of the  
 Global Strategy on Occupational Health for All with  
 a special reference to global ban of asbestos  
 Working Group on the Elimination of  
 Asbestos-related Diseases  
 Working Group on Participatory  
 Approaches in Occupational Health  
 Working Group on Emergency Care  
 Working Group on Mining

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 Harri Vainio  
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 Alexis Descatha  
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Costa Rica	Marco A. Garcia Saenz
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Panama	Orlando Pitti
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Peru	Raúl Gomero
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Turkey	Alp Ergor

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Kenya	Irene Karanja
Mali	Moussa El Hadji Dicko
Nigeria	Akiba Okon
Senegal	Cheikh A.K.A. Cisse
South Africa	Adriaan Combrinck
Tanzania	Vera Ngowi
Uganda	Barbra Clara Khayongo
Zimbabwe	Dingani Moyo

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India	R. Rajesh
Indonesia	Muchtaruddin Mansyur
Japan	Seichi Horie
Korea	Jaehoon Roh
Taiwan, Rep. of China	Leon Guo
Thailand	Adul Bandhukul
Vietnam	Ngyuen Bich Diep

## OCEANIA

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Australia	Dino Pisaniello
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# President's Report

*Dr. Kazutaka Kogi*



## General

The 2012–2014 Triennium has been marked by reinforced international collaboration for improving health, safety and well-being at work and developing effective basic occupational health services for all workers. The Cancun Charter, adopted by the participants of the 2012 Congress, calls for giving high priority to occupational health on international and national agendas through the development of occupational health services, training and research programmes. We agreed at the General Assembly and Board Meeting in March 2012 to focus on the strategic priorities for achieving these goals. On the basis of these priorities, extensive activities have been carried out according to the 2012–2014 action plans. In line with these activities, work on organizing the ICOH 2015 Congress in Seoul is in good progress, in collaboration with the Congress organizers.

We have also worked together to strengthen ethical conduct in occupational health activities both within and outside ICOH. As a result of our collaborative efforts, the revision of the ICOH Code of Ethics was approved by the Board in February 2014.

This report presents a summary of the ICOH activities undertaken during the March 2012–May 2015 Triennium. Detailed reports are presented on various special activities for more information.

## A. Priorities of ICOH action

The General Assembly, held on 24 March 2012, approved the following six priorities of action, in addition to the organizational development of ICOH, for the current Triennium:

1. Advancing proactive risk assessment and control at work
2. Extending effective occupational health services, including Basic Occupational Health Services (BOHS), to all workers
3. Developing action-oriented ICOH toolkits
4. Developing and sustaining induction, guidance and the conduct of ethics
5. Promoting good occupational health practices in diverse work situations
6. Strengthening ICOH network activities.

## 1. Advancing proactive risk assessment and control at work

In responding to the health needs in various work situations, the promotion of comprehensive and proactive risk management at work has been the common aim of the ICOH Scientific Committees (SCs), Task Groups (TGs), Working Groups (WGs), and related projects involving many National/Area Secretaries (NSs).

- a) The scientific meetings of SCs and related conferences have focused on developments in managing work-related health and safety risks, and highlighting the assessment of emerging risks. The proceedings of these meetings, including those reported in scientific journals, clearly show the progress made in upgrading proactive procedures for preventing work-related risks. Special attention has been drawn to the multifactorial nature of work-related risks, managing both infectious and non-communicable diseases, psychosocial risks and precarious work situations. NSs played important roles in involving national associations in these developments. Policy guides and training materials are developed by SCs for field use in order to support the risk assessment and control processes at workplaces. Recent examples were the Tokyo Declaration on the prevention and management of work-related cardiovascular disorders from the 2013 conference, organized by SC on Cardiology in Occupational Health; the status reports of national programmes for eliminating asbestos-related respiratory diseases from the WG on the Elimination of Asbestos-related Diseases; a model integrated policy for occupational health services for managing tuberculosis and HIV, formulated by WG on Occupational Infectious Agents; and similar reports from SCs.
- b) In 2014, the WG on Occupational Infectious Agents published the guidance document: Risk Assessment, Health Surveillance and Fitness for Work in Health Care Workers Exposed to Infectious Agents. The WGs on Participatory Approaches in Occupational Health, the Elimination of Asbestos-related Diseases, and Young Workers and Child Labour, as well as the TG on Social Determinants, are preparing guidelines and training materials on action-oriented risk management for use by occupational health services. The WGs on Mining Occupational Safety and Health and on Emergency Care have issued survey results of current workplace needs, with proposals to form new SCs in respective areas.
- c) Through collaboration among the SC on Respiratory Disorders, the WGs, relevant ICOH members and the Board, the ICOH Statement on Global Ban of Asbestos and the Elimination of Asbestos-related Diseases was issued in 2012 and further updated in 2013. It is now available on the ICOH website. The statement calls for a total ban on the production and use of all forms of asbestos, and complementary efforts aimed at the primary, secondary and tertiary prevention of asbestos-related diseases through country-specific national programmes in line with the ILO and WHO guidelines.

- d) The WG on the Implementation of the Global Strategy on Occupational Health for All with a Special Reference to the Global Ban of Asbestos contributed to advancing means and activities in essential research areas through international conferences on active ageing at work and on the culture of prevention in 2013 and on the monitoring and surveillance of asbestos-related diseases in 2014. The conferences provided useful forums for promoting the networking of research and collaboration in meeting future challenges and developing social interaction. At the 2014 conference, the International Expert Group updated the Helsinki Criteria for the assessment of asbestos exposure and the diagnosis of asbestos-related diseases.
- e) In responding to the emergent situations by the Ebola endemic in West Africa, a number of ICOH members took active part in international collaboration for protecting the inhabitants, health care workers and response teams, and for promoting safer practices that meet local needs.
- f) In accordance with these developments, the preparation of scientific programmes for the ICOH 2015 Congress also focuses on the progress in proactive risk management procedures. This includes the promotion of good practices for protecting the health of workers in emergencies.

## 2. Extending occupational health services to all workers

Activities for promoting effective occupational health services have proceeded at various levels. Recent developments include the following.

- a) The SCs and WGs are contributing to extending effective basic occupational health services to various industries, to small and medium-sized enterprises and to informal workplaces in particular. A special emphasis is placed on compiling guidance materials reflecting these developments. A recent example was *Creating a Safe and Healthy Workplace: a Guide to Occupational Health and Safety for Entrepreneurs, Owners and Managers*, sponsored by the SC on Occupational Health and Development. The WG on Mining Occupational Safety and Health is developing a paper on occupational health services in mining, including support measures for informal activities and small enterprises.
- b) ICOH has continued to collaborate with ILO and WHO in the development of guidance and training materials, in line with the ILO Global Strategy on Occupational Safety and Health (2003) and the WHO Global Plan of Action on Workers' Health (2007), in particular for the development of occupational health services in various sectors and for extending BOHS. The WG on Young Workers and Child Labour was instrumental in establishing collaboration between ILO and WHO on child labour activities and this led to a concise position paper on the occupational health aspects of young workers and child labour. The WG undertook the assessment of child and young workers' psychosocial risks, in order to prepare a series of documents for field use.

- c) Within the WHO Network of Collaborating Centres in Occupational Health, ICOH has contributed to developing the training of trainers and supporting good practices for BOHS. In co-operation with the SC on Occupational Health and Development and the WGs, contribution to the WHO Global Master Plan is in progress, through the advancement of healthy workplaces and the development of basic and multidisciplinary occupational health services.
- d) Collaboration among SCs is underway for developing guidance materials, through attempting to fill the gaps in occupational health services in diversifying working situations, particularly in small-scale workplaces and in industrially developing countries. The TG on Social Determinants and Occupational Health is working on practical measures that address social determinants, and developing a guideline for occupational health professionals on health practices for vulnerable workers in diverse employment situations.

### 3. Developing action-oriented ICOH toolkits

In line with 2) and 3) above, special efforts have been made for developing action-oriented toolkits for use in occupational health services.

- a) The development of action-oriented toolkits for risk management procedures and for extending occupational health services has been undertaken by the SC on Occupational Health and Development and some other SCs. Examples are mentioned in 1) and 2) above.
- b) Ergonomics Guidelines for Occupational Health Practice in Industrially Developing Countries, jointly published by ICOH and the International Ergonomics Association (IEA), contributed to training occupational health practitioners in developing countries in the assessment and control of ergonomic risks at the workplace.
- c) Through the WHO Collaborating Centres' Network and ILO projects, ICOH has contributed to the development of guidelines and training tools for supporting BOHS. It is important to examine their effectiveness in BOHS programmes in several countries.
- d) The WG on Participatory Approaches in Occupational Health has conducted a review of the various action-oriented toolkits utilized in participatory programmes, and published a participatory action-oriented training manual for use in occupational health services in small-scale workplaces, including action checklists and examples of good practices.

### 4. Developing and sustaining induction, guidance and the conduct of ethics

The revised version of the ICOH Code of Ethics was adopted in February 2014. The revision work contributed to promoting ethical conduct in occupational health.

- a) The distribution of the reprinted edition of the Code of Ethics to the participants of the 2012 ICOH Congress made a substantial contribution to enhancing active interest in the ethical conduct in occupational health within ICOH and in various regions.
- b) The initial review of the ICOH Code of Ethics was conducted by the Code Review Group, formed by the Board during the 2009–2012 Triennium. The Code Review Group worked with its Sub-group Africa and additional members from Latin America and Asia. Following the discussion of the progress report at the ICOH Mid-term Meeting in 2011, comments were obtained from the SCs, NSs and ICOH members. Following the discussion at a review meeting held by the members of the Ethics and Transparency Committee and the Officers in September 2011, the Board decided in its meeting in Cancun in 2012 to update the Code with minimal modifications, while maintaining its structure. The range of minimal revisions was discussed at a workshop held in Kitakyushu in August 2012. The revision work of the Code of Ethics was undertaken by the Code Editing Group formed by the ICOH Officers, Past President and members of the Committee on Ethics and Transparency. The Code Editing Group discussed the necessary revisions in a workshop held in Rome in June 2013. The presented revisions were further examined by the Board members. The revised version of the Code was then placed on the ICOH website, to encourage comments from ICOH members.
- c) This revised version of the International Code of Ethics for Occupational Health Professionals was discussed, further modified and approved by the Board Meeting on 10 February 2014 during the Midterm Meeting in Helsinki. The updated version has been published in English and French and will contribute to the induction and guidance of ethics in occupational health. The structure and the basic principles of the Code have been preserved, considering the fact that the 2002 version was adopted in the national laws for occupational safety and health in some countries and there have been many adoptions of the ICOH Code on a voluntary basis as a standard for defining and evaluating professional conduct.
- d) The revised Code retains the three basic principles of ethics: 1) serving the health and social well-being of workers individually and collectively; 2) integrity in professional conduct, impartiality and the protection of confidentiality of health data; and 3) professional independence in the execution of functions. On this basis, the new provisions extend the scope of the practice, in terms of the protection and promotion of workers' health, proactive and evidence-based practice, auditing of its quality and effectiveness, health and medical research work, and the organizational ethics of institutions and organizations employing occupational health professionals. It is expected that the ICOH Code is widely referred to in occupational health and related fields as a practical guide for the ethical principles.



## 5. Promoting good occupational health practices in diverse work situations

Throughout the ICOH work, a particular emphasis has been placed on promoting good occupational health practices from both scientific and practical points of view.

- a) In the scientific meetings of the SCs and ICOH-related conferences, examples and experiences of good occupational health practices in diverse work situations have been reported. It is useful to establish practical means of disseminating these good practices.
- b) The WG on Participatory Approaches has incorporated practical examples of good cases of work-related risk management in developing participatory action-oriented training toolkits for small-scale workplaces. Similarly, training and information materials developed by the SCs and WGs are incorporating multifaceted good practices.
- c) Through the SCs and WGs, locally achieved good practices are increasingly used in adapting training and information materials to local work situations.
- d) A special event: Bernardino Ramazzini, Three-Centenary from Death, co-organized by ICOH and the Italian Society of Occupational Health and Industrial Hygiene, was held in October 2014 at the Padova University. Bernardino Ramazzini (1633–1714) was a professor of practical medicine at the Padova University from 1700 and the author of the monumental work “De Morbis Artificum Diatriba” (The Diseases of Workers). Today the book serves as a leading guide for occupational health practice. The event and many related meetings have recalled the need to continue to establish a common framework of our field practices.

## 6. Strengthening ICOH network activities

The SCs, TGs and WGs, NSs and the Network on International Communication and Information Technology have undertaken various activities to strengthen networking research and developmental work.

- a) Collaboration among the SCs and WGs has evolved significantly in this Triennium. A prominent example was the SC Joint Conference held in Sao Paulo in September 2013 by the SCs on Occupational Health for Health Care Workers, Occupational Health and Development, Occupational Health Nursing, and Work and Vision, and the WG on Occupational Infectious Agents. This contributed to linking research and practice, particularly as regards emerging issues.
- b) The network of NSs has been strengthened by linking their work plans by means of the two-way communication supported by serial Information Letters. As of January 2015, 58 NSs have been appointed. Regional NS meetings were held for Europe and the Americas in 2013, and for Africa and Asia in 2014.
- c) The SCs, as well as the Board Committees, the TGs and the WGs,

constitute the core of the ICOH network with the active collaboration of the NSs and ICOH members. The SC Virtual Office of the ICOH website facilitates SC activities and the scheduled outcomes. Scientific meetings and the relevant web-facilities contribute to the development of action-oriented training and information materials.

- d) The TG on Information has strengthened information activities through the Newsletter and the ICOH website, disseminating information essential for ICOH work.
- e) The Network on International Communication and Information Technology has strengthened its networking activities that focus on the active use of the social media. ICOH brief news is disseminated through the Twitter Network (@ICOHbuzz), through which over 500 members from 23 countries communicated in 2014.

## B. Organizational development

The organizational development of ICOH as a multidisciplinary independent scientific association has continued to be a high priority. This includes strengthening organizational arrangements and international collaboration in order to achieve the following six strategic goals:

- a) Strengthening and sustaining the organizational development of ICOH
- b) Developing collaboration with international allies
- c) Strengthening the activities of the Scientific Committees
- d) Supporting the activities of the National/Area Secretaries
- e) Strengthening information activities
- f) Developing ICOH membership

Progress in strengthening the activities of the NSs and SCs, and in linking ICOH activities with the membership campaign and external and internal communication, is described in separate reports by the Vice Presidents and Secretary-General.

### 1. Strengthening and sustaining the organizational development of ICOH

Special efforts have been made to strengthen the link between the decisions taken by the Board and Officers and the activities of the SCs and NSs. The ICOH Secretariat contributed to reinforcing the integrity of the link. Operational guidelines, including the ICOH Good Association Practice Guideline, are contributing to this organizational development.

- a) The Finance, Scientific Advisory and Ethics and Transparency Committees have co-ordinated and reinforced ICOH's performance in collaboration with the TGs on Information and on Membership and the Secretariat.
- b) The work of the SCs has been further strengthened by Vice President Bonnie Rogers, and the ICOH Secretary General allocated

grants to support SC meetings. The Scientific Advisory Committee chaired by the Vice President is examining ICOH's actions to promote scientific research and formulating the scientific programmes at the ICOH 2015 Congress with the support of the Congress organizers and in collaboration with all the SCs.

- c) NSs have strengthened their networked activities in line with the guidelines. Support measures for NSs and regional NS meetings have been co-ordinated by Vice President Suvi Lehtinen and the ICOH Secretariat. The NSs have undertaken a survey of occupational health services in their countries. The NSs Information Letter is regularly issued by the Vice President and contributes to the exchange of NS activities and to promoting mutual collaboration.
- d) The need for enhancing the visibility of ICOH activities among the occupational health community has been actively discussed in the meetings of the SCs and NSs. This discussion confirms the important roles of publicizing regular ICOH events and SC meetings among non-members, strengthening collaboration with national and regional associations, and effectively disseminating the outcomes of SCs and ICOH-related projects.

## 2. Developing collaboration with allies

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

- a) Close collaboration with ILO has continued by contributing to the promotion of the ILO Global Strategy on Occupational Safety and Health, Framework Convention No. 187 and national projects. ICOH issued its statement on the occasion of the *World day for safety and health at work* on 28 April 2012, 2013 and 2014 to reinforce this collaboration. Support for implementing training projects has been given at both regional and country levels.
- 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 Network of Collaborating Centres in Occupational Health. It is highly beneficial that the meeting of the WHO Network is held in the week before the ICOH Congress. ICOH has supported pilot projects and the development of practical guidelines for BOHS. ICOH submitted new collaboration plans for the period 2014–2016 to WHO, for advancing healthy workplaces and supporting access to occupational health services for all workers. The emphasis of collaboration is on the adaptation to different regions/sectors of training modules on healthy workplaces, and on policy options and training for developing basic and multidisciplinary occupational health services.
- c) ICOH is working closely together with its sister NGOs in occupational health and safety. The Ergonomics Guidelines for Occu-

ational Health Practice in Industrially Developing Countries are available on the ICOH and International Ergonomics Association (IEA) websites. ICOH also co-operated with IEA in disseminating ILO's Ergonomic Checkpoints Second Edition and Ergonomic Checkpoints in Agriculture. ICOH, the IEA and the International Occupational Hygiene Association (IOHA) renewed the Memorandum of Understanding of the three organizations in 2013, and have agreed to develop practical training materials in risk communication. Representatives of the IEA and the IOHA were invited to ICOH 2012, and ICOH was likewise represented at the IEA 2012 Congress in Recife and the IOHA 2012 Congress in Kuala Lumpur at their invitation.

- d) Collaboration with the International Social Security Association (ISSA) and the International Association of Labour Inspection (IALI) continued on the basis of the Memorandum of Understanding, including co-operation for organizing the international symposium on the culture of prevention in 2013. ICOH keeps close liaison with other NGOs active in the field of occupational health and safety by reciprocally participating in relevant meetings. In furthering collaboration with the World Organization of Family Doctors (WONCA), the WONCA/ICOH Statement on Workers and their Families was issued in 2014 with a pledge to work with partner organizations including WHO and ILO, in order to address the gaps in services, research and policies for the health and safety of workers, and to better integrate occupational health in the primary care setting.
- e) ICOH has strengthened its contacts and collaboration in the form of congresses or other meetings with national and regional associations on occupational health. Collaboration is being strengthened for developing research and practices with these associations.

### 3. Strengthening of information activities

Through the joint effort of the ICOH Newsletter, ICOH website facilities and other channels, ICOH information activities have made remarkable progress during 2012–2014.

- a) The Newsletter has contributed to disseminating ICOH administrative issues and topics of keen interest to the whole membership under Editor-in-Chief Seong Kyu Kang. The latest issues have contributed to disseminating information about new developments in broad areas of ICOH activities, including those of the SCs and NSs. It is important to publish the Newsletter regularly, three times a year.
- b) The ICOH website under Editor-in-Chief Sergio Iavicoli is regularly updated with the active support of the ICOH Secretariat. ICOH members can utilize the Private Area of the website and pay membership dues online. The NSs Virtual Office provides a useful platform for promoting the ICOH activities run by the NSs.

- c) Websites and SC leaflets are increasingly utilized. The SC Virtual Offices at the ICOH website are contributing to revitalizing information exchange.
- d) ICOH scientific meetings are an effective form of communicating scientific information. The dissemination of the information via the ICOH website has substantially expanded. The active use of social media, particularly through the twitter network, is expected to increase the visibility of ICOH activities.

#### 4. Developing ICOH membership

Intensive effort has been made following the membership activities of the previous Triennium. The renewed membership campaign has progressed in several ways.

- a) In the 2012–2014 campaign, good results were reached in terms of recruiting new members at the initiative of the NSs and SCs. The newly designed ICOH website and the new online payment system have promoted the progress of the membership campaign. Renewed efforts by the Board members, the SCs and NSs, in collaboration with the TG on Membership, are necessary.
- b) A special emphasis has been placed on young member recruitment. This has yielded limited results. More specified campaign efforts are necessary.
- c) Collaboration with ICOH Sustaining Members and Affiliated Members continues, in order to develop practical means of joint action within the occupational health community.

#### 5. ICOH finances

The economic development of ICOH has been stable, thanks to the coordinated effort of Secretary General Sergio Iavicoli, the ICOH Secretariat and the Finance Committee.

- a) In the 2012–2014 Triennium, ICOH finances were in balance, as both incomes and expenses were in line with expectations. The financial situation of ICOH relies substantially on the income from membership fees, and ICOH membership could improve its payment practice by paying member fees at the beginning of the Triennium.
- b) A new fee system for members in developing countries and for retired and young members is being examined by the Finance Committee.

#### 6. ICOH Congresses

The triennial International Congresses on Occupational Health provide excellent occasions to review global occupational health activities during the preceding Triennium and to deliberate on the actions to take for







advancing future research and practice. Based on this tradition, the 31st Congress, in Seoul in May-June 2015, will be another milestone event in our field, to be followed by the 32nd Congress in Dublin in 2018.

- a) Each Congress serves as the venue of top ICOH association events, including General Assemblies, Meetings of the Board and the closure of elections of the Officers and Board Members, as well as meetings of the Scientific Committees, National/Area Secretaries and other special groups active within the ICOH framework. The ICOH Centennial Declaration, adopted by the Milan 2006 Congress, and the Cancun Charter of the Cancun 2012 Congress highlighted the urgent need for international collaboration in improving the health, safety and well-being of all workers, particularly in developing regions. During the 2015 Seoul Congress, a Global Forum on the Future of Occupational Health will be held to discuss the key questions regarding our strategies to meet the challenges in occupational health, and the future directions of our network activities.
- b) The collaboration involved in organizing the 2015 Congress in Seoul has been remarkable, owing to the outstanding leadership of Congress President Dr. Young Soon Lee and the excellent teamwork of the Organizing Committees, in particular the effort on the part of the Korea Occupational Safety and Health Agency (KOSHA), the Korean Society of Occupational and Environmental Medicine (KSOEM), and the International Scientific Committee. The scientific programme of the Congress has been formulated by the active participation of the 35 ICOH Scientific Committees. Particular emphasis is placed on solution-oriented risk management and networked interactions.
- c) As in previous Congresses, a special effort has been made to support the participation of members from developing and transitory countries in the Congress. The following organizations have financially supported the participation of the members from these countries in the ICOH 2015 Congress:
  - Executive Committee of the ICOH 2015 Congress;
  - Finnish Association of Occupational Health Nurses, Finland;
  - Finnish Association of Occupational Health Physicians, Finland;
  - Finnish Institute of Occupational Health, Finland;
  - 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.
- d) Preparation for the ICOH 2018 Congress to be held in Dublin is making good progress. The Officers discussed the Congress with the national organizers following a visit to the venue in November 2013. The scientific programme of the Congress will be prepared in close consultation with the ICOH SCs.
- e) The candidature for the bid for the 2021 Congress has been received



from ICOH members in Australia, India, Morocco and Qatar. The venue will be decided at the ICOH 2015 Congress through a vote by ICOH members. We are very grateful for the candidature from the members in the four countries.

## Summary of the achievement of the triennial objectives

ICOH activities are prominently multifaceted, and further details can be found in the special reports from various activities. By achieving the expected outputs, we expect the rate of accomplishing our plan of action to increase. The achievement in the Triennium may be evaluated with respect to priorities of action and organizational development.

- In advancing proactive risk assessment and control at work, the SCs, TGs and WGs have made steady progress in developing guidelines and guidance materials. The targeted outcomes will be useful for promoting proactive risk management procedures.
- Significant progress has been seen in extending occupational health services in many sectors through field activities undertaken by the SCs, TGs and WGs and by related projects. Reinforced collaboration with the ILO and WHO has broadened the scope of effective and basic occupational health services in diverse work settings.
- The development of action-oriented toolkits and good practices reflects these advances, and is expected to lead to wider field use of practical toolkits incorporating good practices, and to effective occupational health services.
- The strengthening of the ethical conduct of occupational health professionals is gaining impetus in association with the review work of the ICOH Code. The revised 2014 Code will lead to improved induction, guidance and conduct in ethics.
- ICOH network activities have strengthened significantly. The progress is notable through the reinforced efforts of the SCs and NSs and through information activities.
- As regards the continuation of the organizational development of ICOH, joint special efforts are carried out to strengthen organizational performance to enhance the accountability of ICOH as an association. Strengthening the Board functions and ICOH-related projects continues to be essential.
- Collaboration with international allies is advancing steadily, in particular with the ILO, WHO and sister NGOs. Continued efforts in this partnership will lead to important achievements.
- Information activities have been reinforced, especially those of the Newsletter, the ICOH website, ICOH-related web facilities, and the social media. The merits of increased information activities need to be further pursued.
- A concerted effort is being made in the membership campaign, through active collaboration among the NSs, SCs and the network activities. Its relevance to ICOH finances should be noted.

A summary of the overall evaluation of the achievement, with respect to the main objectives of the Triennium, is presented in Table 1. The achievements should be further evaluated with a view to both reorienting the strategic goals of ICOH actions and reinforcing its organizational development. As we have learned from previous triennia, we should focus on effective procedures of joint action that can support the professional activities of ICOH members.

**Table 1. Self-evaluation of the implementation of the 12 main areas, 2012–2014.**

<b>Evaluation 2012–2014</b>	
<b>Priorities of action</b>	<b>Results</b>
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 the conduct of ethics	+++
Promoting good occupational health practices in diverse work situations	++
Strengthening ICOH network activities	+++
<b>Organizational development</b>	<b>Results</b>
Continuation of organizational development	++
Developing collaboration with allies	++~+++
Strengthening SCs activities	+++
Supporting the activities of ICOH NSs	+++
Strengthening information activities	+++
Development of membership	++

+ = started but has not reached halfway;

++ = well on the way;

+++ = approaching satisfactory levels;

++++ = fully achieved

## Acknowledgements

We would like to thank our international partners, the ILO and WHO, and the sister NGOs, IOHA, IEA, IALI, ISSA and other co-working NGOs, as well as the national, regional and international institutions and associations with which we have collaborated for the development of global occupational health.

We are highly grateful to the Italian Workers' Compensation Authority (INAIL) 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 and to the Finnish Institute of Occupational Health for supporting the activities of the ICOH Secretariat. We thank the Institute for Science of Labour, Kawasaki for providing office facilities for the President.

ICOH owes its sincere thanks to our Sustaining Members for all activities during the Triennium. Special thanks are extended to all the Members of ICOH for continuous support and constructive working relationships during the Triennium. Our thanks also extend to the Chairs and Secretaries of 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. Young Soon Lee 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 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 National/Area Secretaries and Prof. Bonnie Rogers in charge of Scientific Committees. Our Secretary General Prof. Sergio Iavicoli and his team have made an outstanding impact on ICOH through their excellent management and in financial and logistics operations. The editor of the ICOH Newsletter, Dr. Seong-Kyu Kang, deserves our sincere thanks for his most effective services to ICOH.

The leadership of ICOH expresses its warm thanks to the Members of ICOH for their valuable contributions to ICOH work. We are all committed to making the best impact on occupational health and safety, in collaboration with ICOH members in the years to come.

## Future perspectives of ICOH action

The main objectives discussed at the 2012 General Assembly should be further pursued as strategic priorities for ICOH, with special focus on ethical aspects.

The future perspectives of ICOH should be set by taking into account the three fundamental assets of ICOH in its long-term activities: (a) scientific and professional excellence; (b) high policy and practical relevance; and (c) high ethical standards and conduct. ICOH can accomplish its strategic goals by building on these assets in close collaboration with working communities and international allies.

The priorities of action and the key aspects of organizational development, both addressed in the Triennium 2012–2014, will need to be further pursued in our future activities by constantly reviewing the achievements within the ICOH network.

As a voluntary association, ICOH activities are aimed at serving its members with a view to encouraging their professional development and facilitating their activities. In this context, the SCs and NSs deserve consistent support. With such limited resources, there is a strong need to set priorities for joint action and for means of serving members.

Discussion at the ICOH 2015 Congress will focus on achieving the strategic goals in the next Triennium and beyond. The ICOH core documents, in particular the ICOH Code of Ethics and the Good Association Practice Guideline, should provide concrete guidance in formulating the goals and associated action plans.

# Report of the Secretary-General

*Dr. Sergio Iavicoli*

## ICOH Secretariat: 2012–2014 Triennium

The current Triennium has mainly focused on the work and the activities of the ICOH Secretariat consolidated during the previous term.

The Secretariat activities were aimed at the members recruitment campaign, the implementation and constant update of the ICOH website tools, and the relationships with Scientific Committees and National Secretaries and the World Health Organization (WHO), while assuring the daily management of an NGO which has over 1900 members from 96 countries, and has an official relationship with the International Labour Organization (ILO) and World Health Organization (WHO).



## Membership

The Secretariat General's membership campaign activities during the 2012–2014 Triennium were developed according to the guidelines proposed by ICOH's governing bodies. Main improvements achieved during the Triennium were:

- **The fee system.** The fee system increased membership from developing countries. Members from developing countries (GDP per capita  $\leq$  15 000 USD) increased by about 11% in comparison to the end of the previous Triennium. As a result of this, the active membership distribution between industrialized and developing countries is almost equally balanced: 1007 active members from industrialized countries (52%) and 914 from developing countries. However, the attention of the ICOH Secretariat continues to also focus on new generations in order to expand the number and involvement of young members in the ICOH community.
- **PayPal payments.** One of the major improvements achieved was the tightening of the Paypal mode of payment. Twenty three per cent of the total membership fees were paid through PayPal. The use of this mode of payment notably improved in comparison with

the previous Triennium, increasing by about 10%. This system has been largely used by members from Developing Countries (e.g. Peru, India, Brazil) as an easier and more secure mode of payment.

- **Benefits for young ICOH members.** Benefits tailored to young members' needs were developed, such as student poster sessions organized during the ICOH Congresses, ICOH awards for papers presented by young scientists, and the publication of the award winning paper in the ICOH quarterly Newsletter. A concrete, successful example was represented by the Student Track organized at the ICOH Congress in 2012, a forum in which international students of occupational health had the opportunity to showcase their original research, meet other students involved in occupational health and safety, and interact with occupational health professionals. This successful experience will be repeated in the ICOH 2015 Congress.
- **Benefits for young ICOH members from developing countries.** On the occasion of the 31<sup>st</sup> ICOH Congress, a partial fellowship to complete the ILO Master course in Occupational Safety and Health (Turin School of Development, Italy) will be assigned to two ICOH candidates from developing countries who will present a scientific contribution to the ICOH 2015 Congress. The Master course in Occupational Safety and Health is organized by the University of Turin, Italy, in partnership with the International Training Centre of the International Labour Organization (ITC-ILO), the International Labour Office (ILO) and the International Commission on Occupational Health (ICOH).

The membership figures as of 31 December 2014 are displayed in Table 1; the total number of members in good standing is **1921** (108% in comparison to memberships at the end of the 2009–2011 Triennium).

**Table 1. ICOH membership as of 31 December 2014.**

<b>Membership Type</b>	<b>No. as of 31 December 2014</b>
Individual members in good standing	1860
Honorary	26
<b>Collective members in good standing</b>	
Affiliate	17
Sustaining	18
<b>TOTAL</b>	<b>1921</b>

Table 2 shows the 12 leading countries as regards ICOH membership: an increase is reported particularly in Peru, Mexico, Brazil and India.

**Table 2. ICOH members in good standing per country.**

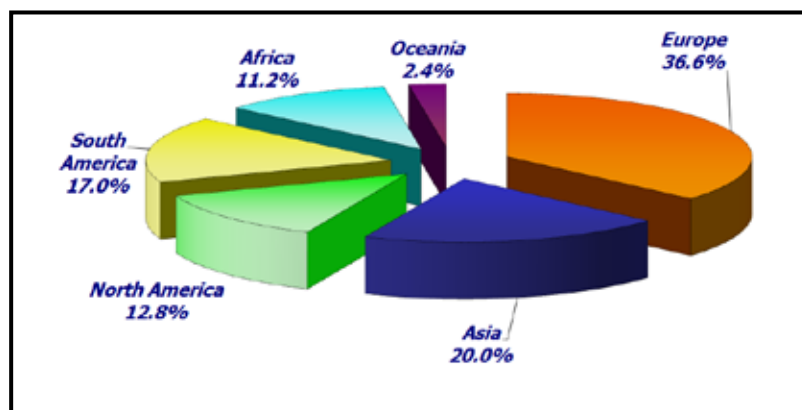
Country	No. as of 31 December 2014	Country	No. as of 31 December 2014
Japan	123	Mexico	97
Italy	121	Finland	87
USA	120	France	51
Brazil	113	Germany	47
India	99	Sweden	47
Peru	99	Norway	46

Major results are:

- Members from developing countries (GDP per capita  $\leq$  15 000 USD) increased by 11% in comparison with the end of the previous Triennium (Table 3).
- 526 new members were recruited during the current Triennium, while in the past Triennium the number of new members was 427.
- Average age of ICOH members is 54.0.
- Average age of new ICOH members is 45.3. The continuous efforts aiming to reduce the average age are yielding the expected results.

**Table 3. ICOH members per age as of 31 December 2014.**

Age	No.	Industrial Countries	Developing Countries
< 30	25 (1.3%)	4	21
31 – 35	140 (7.3%)	44	96
> 35	1645 (85.6%)	891	754
unspecified	111 (5.8%)	68	43
<b>TOTAL</b>	<b>1921</b>	<b>1007</b>	<b>914</b>



**Figure 1. Geographical distribution of ICOH members.**

## External and internal communication

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

The ICOH **website** has been fully restyled, with the idea of updating the site but maintaining a traditional approach, introducing a more modern style and feel, improving the readability (the larger screens and high resolution make the font smaller, although sharper) and offering the user a series of useful tools.

Furthermore, the use of mobile devices (tablets or smartphones) is becoming increasingly popular and will soon reach the total number of normal pcs or laptops used. To facilitate the reading of the sites on these devices, it is possible to make the ICOH website layout more "responsive". This means that the website will be able to adapt dynamically, depending on the device used by the user. Pages can also be optimized to obtain better indexing.

ICOH has been developing its own **App for both Android and Apple operating systems**. A mobile app is software that runs on a handheld device (phone, tablet, e-reader, iPod, etc.) that can connect to wifi or wireless carrier networks, and has an operating system that supports standalone software. The App will provide ICOH members with useful tools, such as, for example, the possibility to save event dates on their own calendar, to quickly access the news section, and to keep up to date with the ICOH network.

Detailed information on Scientific Committees, such as the Committee website, reports of the 2009–2012 Triennium, and details of the Officers of the current Triennium can be found in the Scientific Committee section. In the same way, contact details of the National Secretaries are available in the National Secretaries section. Additionally, the **National Secretaries and Scientific Committees' Virtual Offices** provide highly important tools, as they let the Officers of Scientific Committees and the National Secretaries access the list of members of their Scientific Committee and country, respectively – through a log in procedure – thus providing them with updated information regarding members' contact details and payment status.

**Important new publications** were issued during this Triennium. First of all, the revision process of the *ICOH Code of Ethics for Occupational Health Professionals* was successfully completed and the new version was printed. The new text will be handed out during the ICOH 2015 Congress. The launching of the new ICOH Code of Ethics will also be complemented by a new layout and design; this will provide the text with a new graphic identity, which will also be extended to the other ICOH core documents (ICOH Constitution and Bye-Laws). Another important output is the OH Guide "*Creating a Safe and Healthy Workplace. A Guide to Occupational Health and Safety for Entrepreneurs, Owners and Managers of Enterprises in the Developing World*" edited by Tee Lee Guidotti and sponsored by the Scientific Committee on Occupational Health and Development, which will be released soon. This guide will



be a tool to promote a health- and safety-oriented culture of co-operation among workers, managers, entrepreneurs, and governmental authorities.

The **ICOH brochure** is constantly updated and new information material has been produced in order to target ICOH issues towards a larger audience.

In such a period of economic crisis, the results achieved in the 2012–2014 Triennium, in terms of retention and recruitment of membership, may be considered remarkable and in line with the growing trend of the last triennia. The major results were the further increase of members from developing countries, if compared with those of the previous Triennium. One of our priorities still remains the increase of the average age of ICOH members through the recruitment of young researchers and professionals. In comparison with the trend of the previous Triennium, the number of young members has risen. Further synergies and co-operative actions need to be developed in the next Triennium in order to implement a strategy that focuses on the major involvement of young generations in the ICOH organization and 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 also belong to the staff of the ICOH Secretariat for their continuous support and assistance.

# Report on ICOH Scientific Committees

*Professor Bonnie Rogers  
Vice President*



## Status of the Scientific Committees

During the Triennium there were 35 active Scientific Committees (SC). At the mid-term ICOH Board meeting in Helsinki, Finland, in February, 2014, 33 SCs met to discuss ongoing progress and plans for future activities. Sessions were held on:

1. SCs collaboration with WHO
2. Integration and collaboration among SCs
3. SC output and dissemination

### **1. SCs collaboration with WHO**

- Possible SC contributions include:
  - SCOHDev survey to clarify activities on healthy workplaces in developing countries and informal work
  - Collaboration with WHO on guidelines on healthy workplaces
  - Co-sponsor with WHO another International Consultation on Healthy Workplaces
  - Establishing a Healthy Workplaces special interest group
  - Organizing a symposium on the health coverage of workers in rural areas (Milan Sep 8–11, 2015)
  - Sending the second survey to ICOH National Secretaries in early 2015 to learn about country developments as concerns the contents, coverage and quality of occupational health services
  - Producing basic training materials on the stepwise development of OHS according to ILO Convention No. 161
  - Contributing to policy options for the organization and delivery of basic occupational health services

### **2. Integration and collaboration among SCs**

- Possible proposals for the promotion of integration include:
  - A more interactive website for SC activities, specifically for SC Officers
  - A triennial calendar of events with enough lead time for collaboration
  - Regular integration sessions for SC Officers: Congress and mid-term meetings

- Integrated bottom-up and top-down approaches:
  - Example of bottom up: more attention by chairs/secretaries to potential collaboration with other SCs
  - Examples of top-down: practical promotion/facilitation by ICOH, especially for small and/or new SCs, monitoring of achievements and products (consensus documents/position papers, etc.)
- Rationalization or possible aggregation of less active SCs, to increase viability, critical mass, more rational use of resources
- Supra SCs for SCs in related areas to promote collaboration
- Possible establishment of Special Interest Groups across SCs on specific topics, for example biological monitoring

### **3. SC output and dissemination**

- Facilitation of this activity could include:
  - A clear plan for three years or for a meeting: what kind of outputs, what kind of audience, which channel to use
  - Transparent procedures for development and external dissemination of guidelines, position statements, etc.
  - External outputs from the committee and not from individuals.

## **Activities of the Scientific Committees**

The SCs have worked diligently and collaboratively, generating quality scientific work and products. These are found in their individual final reports. All SCs have organized at least one conference, resulting in nearly 110 conferences offered globally during this period (Attachment 1). Many SCs have jointly co-sponsored conferences and other activities with other SCs. SCs have been very active, working to develop partnerships, collaboration, and products with other entities and organizations. The number of SCs publications, including scientific proceedings, exceeded 150, which are identified in the specific SC reports. Publications and other materials of interest are being developed for occupational safety and health professionals to support the development of basic occupational health services. Efforts to recruit new members, especially younger members, support ICOH's goal.

## **Scientific Committees' Contributions to ICOH 2015 Congress**

During the Triennium, SCs were highly engaged in identifying and recommending keynote and semi-plenary speakers for the Congress. Ten keynote and 30 semi-plenary sessions have been organized. SCs helped to develop Special Sessions, with about 130 Special Sessions (Attach-

ment 2) planned. SC members peer reviewed hundreds of abstracts for acceptance as oral papers and posters. About 70 oral abstract sessions, over 400 papers, and nearly 650 posters are planned (Attachment 3).

## Scientific Committee Webspaces and Virtual Office

Gratitude is expressed to the ICOH Secretariat and Web staff at INAIL, Department of Occupational Medicine (formerly ISPESL), who host the ICOH website. They provide links and SC information on a webpage for each SC at <http://www.icohweb.org/committees/>. Mid-term and Final Triennium Reports for SC can be found here.

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

## Revision of Forms and Guidelines for Scientific Committees

All forms for submitting SC reports were reviewed and sent to all SCs and placed on the ICOH website for easy access. Guidelines for SCs are continuously reviewed for necessary revisions and made available to all SCs for use. The objective is to have clear guidance for SCs and for newly appointed Chairs and Secretaries.

## Conclusions

The ICOH SCs provide great scientific quality for ICOH and the ICOH Congress. The sessions organized for the ICOH 2015 Congress demonstrate both depth and breadth in content, as well as emerging ideas for the future. The SCs are highly engaged in disseminating scientific information and developing collaborative relationships to further the science. In addition, it is very important that we seek to develop new streams of memberships, to continue to vitalize our efforts.



## Attachment 1: Conferences of Scientific Committees for 2012–2014 Triennium

Summary of Conferences of Scientific Committees from Final Reports as of January 2015

Scientific Committee	Conference	When	Where
<b>Accident Prevention</b>	30th International Conference on Occupational Health	March 2012	Cancun, Mexico
	Forum on psychosocial risk: the impact of new working methods	October 2014	Preston, United Kingdom
	Follow-up forum on psychosocial risk (in course of planning)	February 2015	London
	The 31st International Congress on Occupational Health	May 2015	Seoul, Rep. of Korea
<b>Aging and Work</b>	Work, Wellbeing and Wealth: Active Aging at Work	September 2013	Helsinki, Finland
	The International Ergonomics Conferences in Melbourne 2015	August 2015	Melbourne, Australia
<b>Allergy and Immunotoxicology</b>	Congress of Biotechnology	June 2012	Varese, Italy
<b>Cardiology in Occupational Health</b>	6th ICOH International Conference on Work Environment and Cardiovascular Diseases	March 2013	Tokyo, Japan
	13th International Congress of Behavioral Medicine	August 2014	Groningen, The Netherlands
<b>Education and Training in Occupational Health</b>	“Aware, beware, take care” – New insights in occupational health surveillance	October 2014	Bologna, Italy
<b>Epidemiology in Occupational Health</b>	Mini symposium on Occupational Disease Surveillance and Modernet – Improving the Impact	June 2013	Utrecht, The Netherlands
	EPICOH 2013	June 2013	Utrecht, The Netherlands
	EPICOH 2014 Challenges for Occupational Epidemiology in the 21st Century	June 2013	Chicago, IL, USA
<b>Health Services Research and Evaluation in OH</b>	COST Action IS102 Modernet meetings in Leuven, Rome and Bucharest	June 2012, Nov 2012, May 2013	Leuven, Rome, Bucharest
	“Aware, beware, take care” – New insights in occupational health surveillance	October 2014	Bologna, Italy

<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>History of Prevention of Occupational and Environmental Diseases</b>	Fifth International Conference on History of Occupational and Environmental Health – Framing Occupational Diseases	April 2014	Rotterdam, The Netherlands
<b>Indoor Air Quality and Health</b>	Indoor Air Conference 2014	July 2014	Hong Kong
	On the reduction of health effects from combined exposure to indoor air pollutants in modern offices	October 2013	Brussels, Belgium
<b>Industrial Hygiene</b>	EPICOH 2013	June 2013	Utrecht, The Netherlands
	Workshops in connection with EPICOH 2013	June 2013	Utrecht, The Netherlands
	The 7th International Conference on the Science of Exposure Assessment, 2012	July 2012	Edinburg, Scotland
	International Conference on Monitoring and Surveillance of Asbestos-Related Diseases	February 2014	Espoo, Finland
	IOHA Board meeting	February 2014	Stavanger, Norway
	AIHce 2014	June 2014	San Antonio, Texas
	EPICOH 2014	June 2014	Chicago, Illinois, USA
<b>Musculoskeletal Disorders</b>	Eighth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS)	July 2013	Busan, Rep. of Korea
<b>Nanomaterials Worker's Health</b>	The International Congress of Toxicology 2013 (ICT2013)	June 2013	Seoul, Rep. of Korea
	6th International Symposium on Nanotechnology, Occupational and Environmental Health (NanOEH)	October 2013	Nagoya, Japan
	13th Latin American Congress on Occupational Health	October 2013	Buenos Aires, Argentina
	Symposium on the health protection of the nanomaterial workers	February 2015	Rome, Italy

<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>Neurotoxicology and Psychophysiology</b>	12th International Symposium on Neurobehavioral Methods and Effects in Occupational and Environmental Health	February 2013	Cape Town, South Africa
	12th Conference of the Scientific Committee on Neurotoxicology and Psychophysiology. Special sessions on Pesticides and Workshop Neurological Occupational Diseases	March 2013	Cape Town, South Africa
	Occupational and Environmental Factors in Neurological Disease Occupational and Environmental Medicine Update	November 2012	San Francisco, CA, USA
<b>Occupational and Environmental Dermatoses</b>	6th International Conference on Occupational and Environmental Exposure of the Skin to Chemicals (OEESC)	June 2013	Amsterdam, The Netherlands
	Hands-on Workshop on Health Education in Occupational Dermatoses: Knowledge Dissemination, Didactical Experiments and Evidence-based Recommendations	June 2013	Osnabrueck, Germany
	XXth World Congress on Safety and Health, Symposium "The prevention of occupational skin diseases – a success story through innovative strategies"	August 2014	Frankfurt, Germany
<b>Occupational Health and Development</b>	4th International Conference on Occupational and Environmental Health	November 2012	Hanoi, Vietnam
	Basic Occupational Health Services: My Role, My Goal	January 2013	Bangalore, India
	63rd National Congress of the Indian Association of Occupational Health	January 2013	Bangalore, India
	ICOH SC Joint Conference 2013	September 2013	Sao Paulo, Brazil
	Skill sets for Occupational Physicians	September 2013	Sao Paulo, Brazil
	Essential occupational safety and health interventions in low- and middle income countries	September 2013	Hyderabad, India



<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>Occupational Health for Health Care Workers</b>	ICOH SC Joint Conference on Health Care Workers	September 2013	São Paulo, Brazil
<b>Occupational Health in Nursing</b>	ICOH Joint Conference on Health Care Workers	September 2013	São Paulo, Brazil
	AAOHN 2nd Global summit and AAOHN conference	May 2014	Dallas, Texas, USA
<b>Occupational Health in Small-Scale Enterprises and the Informal Sector</b>	USE Conference	February 2013	Nelson, New Zealand
<b>Occupational Health in the Chemical Industry (MEDICHEM)</b>	Mini-symposium at the ICOH congress	March 2012	Cancun, Mexico
<b>Occupational Health in the Construction Industry</b>	30th International Symposium on Safety and Health in the Construction Industry	October 2012	Boston, MA, USA
<b>Occupational Medicine</b>	Mini symposium on Occupational Disease Surveillance and Modernet – Improving the Impact	June 2013	Utrecht, The Netherlands
	“Aware, beware, take care” – New insights in occupational health surveillance	October 2014	Bologna, Italy
	COST Action IS102 Modernet	October 2013	Paris, France
	COST Action IS102 Modernet	April 2014	Zaragoza, Spain
	COST Action IS102 Modernet	October 2014	Bologna, Italy

<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>Occupational Toxicology</b>	Symposium on "Advances in Biomonitoring for Occupational and Environmental Health" at ICT-2013, the XIII International Congress of Toxicology	June 2013	Seoul, Rep. of Korea
	A workshop at EUROTOX 2012	June 2012	Stockholm, Sweden
	9th meeting of the International Symposium on Biological Monitoring	September 2013	Manchester, United Kingdom
<b>Radiation and Work</b>	THE ANNIVERSARY SEMINAR: 25 Years of EMF and Health Research at Tampere University of Technology	May 2013	Tampere, Finland
	The occupational health professionals and the exposures to electromagnetic fields (EMF): what about the Directive 2013/35/EU	April 2014	Paris, France
	8th International Workshop on Biological Effects of Electromagnetic Fields	September 2014	Varna, Bulgaria
<b>Reproductive Hazards in the Workplace</b>	2nd RHICOH Conference	June 2013	Utrecht, The Netherlands

<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>Respiratory Disorders</b>	2nd Japanese AIR Pneumo Workshop	August 2012	Tokyo, Japan
	27th International Conference on Screening for Lung Cancer	November 2012	New York, NY, USA
	1st Indian AIR Pneumo Workshop	October 2013	New Delhi, India
	3rd Thai AIR Pneumo Workshop	December 2012	Nonthabury, Thailand
	1st Thai AIR Pneumo Recertification Workshop	December 2012	Nonthabury, Thailand
	3rd Brazilian Air Pneumo Workshop	July 2013	Sao Paulo, Brazil
	1st Brazilian AIR Pneumo Recertification Workshop	July 2013	Sao Paulo, Brazil
	3rd Japanese Air Pneumo Workshop	August 2013	Tokyo, Japan
	ASEAN Conference of the Development of National Readers for ILO Classification	July 2014	Chiang Mai, Thailand
	“The ILO International Classification of Radiographs of Pneumococci, Revised Edition 2011: its concepts and outline, training, and application for epidemiology	September 2015	Hakata, Japan
	4th Japan AIR Pneumo Workshop	August 2014	Tokyo, Japan
	4th Initial and 2nd Re-certification Thailand AIR Pneumo Workshop jointed with ASEAN	December 2014	Nonthabury, Thailand
<b>Rural Health: Agriculture, Pesticides and Organic Dusts</b>	12th Conference of the Scientific Committee on Neurotoxicology and Psychophysiology of the International Commission. Special sessions on Pesticides and Workshop Neurological Occupational Diseases	March 2013	Cape Town, South Africa
	9th International Symposium on Biological Monitoring in Occupational and Environmental Health	September 2013	Manchester, United Kingdom
	Health of the Rural Population of Serbia	October 2013	Serbia, Europe

<b>Scientific Committee</b>	<b>Conference</b>	<b>When</b>	<b>Where</b>
<b>Shiftwork and Working Time</b>	21st International Symposium on Shiftwork and Working Time: The 24/7 Society - from chronobiology to practical life	November 2013	Bahia, Brazil
	2nd Symposium of the German Speaking Working Time Society	September 2014	Dortmund, Germany
<b>Thermal Factors</b>	3rd Barents Occupational Health Workshop	October 2012	Oulu, Finland
<b>Toxicology of Metals</b>	EUROTOX 2012	June 2012	Stockholm, Sweden
	SCNP Conference on Neurotoxicology	March 2013	Cape Town, South Africa
	EPICOH 2013	June, 2013	Utrecht, The Netherlands
	The International Congress of Toxicology 2013 (ICT2013)	June, 2013	Seoul, Rep. of Korea
	ISEE 2013 International, Society for Environmental Epidemiology	August, 2013	Basel, Switzerland
	ISBM2013 International Symposium on Biological Monitoring	September 2013	Manchester, United Kingdom
	12th Conference of the Scientific Committee on Neurotoxicology and Psychophysiology of the International Commission. Special sessions on Pesticides and Workshop Neurological Occupational Diseases	March 2013	Cape Town, South Africa
	The International Congress on Rural Health	September 2015	Brescia, Italy
<b>Unemployment and Health</b>	Workshop on combatting youth unemployment. Demonstration with the School-to-Work group method.	June 2013	Aquascalientes, Mexico
<b>Vibration and Noise</b>	5th international Conference on Whole Body Vibration Injuries <wbvconference@amc.uva.nl>	June 2013	Amsterdam, The Netherlands

Scientific Committee	Conference	When	Where
<b>Women Health and Work</b>	Argentinian Symposium of Women, Work and Health	September 2012	Corrientes Province, Argentina
	Symposium of Women, Work and Health	November 2012	Buenos Aires, Argentina
	Women's Cancer Initiative celebrating World Cancer Day 2013	February 2013	Washington DC, USA
	Celebrating Women's World Day 2013 in Venezuela: Seminar on Women, Health and Work, held during 1st Encounter for prevention of occupational diseases 2013	April 2013	Maracay, Venezuela
	ICOH Joint Committee Conference 2013	September 2013	Sao Paulo, Brazil
	1st Latin-American Symposium on Women, Work and Health within the XIII Latin-American Congress on Occupational Health	October 2013	Buenos Aires, Argentina
	Celebration of Women's World Day 2014: Supporting women's work initiatives in traditionally masculine domains. Clara Schumann Women's Orchestra: A Symphonic Orchestra on Heels [Orquesta de Mujeres Clara Schumann: una sinfónica en tacones]	March 2014	Bogotá, DC, Colombia
	Occupational Health and Occupational Diseases Symposium	June 2014	Ankara, Turkey
	XX World Congress on Safety and Health at Work 2014 – Global Forum for Prevention	August 2014	Frankfurt, Germany
	Symposium: "The Role of Women in the Armed and Security Forces in Latin America and Argentina", during the 18th Argentinian Conference on Occupational Health.	November 2014	Buenos Aires, Argentina
	International Conference on Occupational Radiation Protection: Enhancing the Protection of Workers – Gaps, Challenges and Developments.	November 2014	Vienna, Austria

Scientific Committee	Conference	When	Where
Work and Vision	ICOH SC JOINT CONFERENCE 2013	September 2013	Sao Paulo, Brazil
Work Disability Prevention and Integration	WDPI 2013 Scientific Conference	October 2013	Toronto, Canada
Work Organization and Psychosocial Factors	6th ICOH International Conference on Work Environment and Cardiovascular Diseases	March 2013	Tokyo, Japan
	Work Organization and Psychosocial Factors 2014 Congress Workshops	September 2014	Adelaide, Australia
	Symposium: Mental health in small and medium sized enterprises: Current situation and future directions	December 2014	Tokyo, Japan
ICOH/SCAP Relations	30th International Conference on Occupational Health	March 2012	Cancun, Mexico

## Attachment 2: Special Sessions, ICOH Congress 2015, Seoul, Republic of Korea

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

Special Session Titles:
Action tools for facilitating primary prevention in small-scale workplaces
Addressing invisible working women: blind, sensitive or transformative programs?
Advances in the WHO healthy workplace initiative
Aging workers and occupational health
Aging, work and musculoskeletal degeneration
Agricultural workers' health in Asian countries
Agriculture: ancient risks and emerging risks and diseases
Anxiety at work: what we can do
Application of exposure scenario in Occupational Safety and Health Act in Korea
Asbestos and Erionite Today – Occupational and environmental problems
Asbestos problems in Asia
Asthma in damp indoor work
Best practices of health promotion activities for employees in global corporations

<b>Special Session Titles:</b>
BOHS Jigsaw: Fitting the pieces together
Bridging a wide gap: Occupational health services in the informal sector
Challenges and strategies for shift and long work
Challenges in communicating occupational safety and health risks
Chest ct-based classification of occupational and environmental lung diseases
Climate change and occupational health
Clinical and pathophysiology of multiple chemicals
Contemporary ergonomics issues in OS&H – Work improvement and aging
Critical issues in occupational health and epidemiological surveillance of nanomaterial workers
Cultural issues in reporting work-related musculoskeletal disorders
Current status and prevention strategies of Zoonoses among Korean farmers
Current topics in healthcare worker health
Directors' forum for research on occupational health II- III
Directors' forum for research on occupational health: Perspectives of national institutes on key occupational safety and health issues and solutions
Emergency care in occupational health: Rise for a position statement?
Emotional labor, workplace violence and labor
Emotional labor and health management
Endocrine disrupting chemicals in the workplace and environment
Epidemiology of idiopathic interstitial pneumonia
Evaluating the health status of teen-age workers and establishment of prevention
Evolution of OH throughout the history of ICOH Scientific Committees
Exposure to wood dust and health effects
Fibers and particulate matter (including nanoparticles) immune effect
Globalization, organizational change, work intensification and musculoskeletal disorders
Health & safety management for international assignees of global organizations
Health and wellbeing at the core of a global prevention culture
Health care workers
Health management for small enterprises
Health promotion for women workers
Health promotion strategy for improving healthy lifestyle
Health surveillance protocol for asbestos and silica exposed workers
Highlights on shiftwork: cancer, metabolic and cardiovascular
Historical evolution of occupational health in Asian countries
Human errors: The subtle challenge
Idiopathic environmental intolerance – To be or not to be?
Improving the prevention of occupational skin diseases through innovative intervention strategies at the regulatory and societal level

**Special Session Titles:**

Improving the quality of preventive medical examinations in workers
Indoor air quality in modern office building
Information sharing and knowledge assessment in globalized occupational safety and health
Integration of health protection and health promotion as Total Worker Health: Perspectives from across the globe
ISSA Construction minisymposium
Long working hours and health
Managing health and safety culture
MODERNET: Trends in occupational diseases
Molecular toxicology on environmental and occupational carcinogens
Nanosafety research activities in occupational health
Noise and vibration synergistic effects
Nuclear weapons manufacturing: Health impact for workers from the “cold war”
Occupational and environmental health by nanoparticle
Occupational cancer surveillance system
Occupational COPD – Occupational exposure and epidemiological researches
Occupational etiology of diseases and systematic reviews
Occupational exposure limits and sampling strategy for irregular & intermittent tasks
Occupational exposure to silica: scientific evidence and risk assessment
Occupational health in the mining sector
Occupational health nursing
Occupational radiation protection – Challenges and opportunities for improvement
Occupational safety and health in Africa: State of the art and future challenges
Occupational safety and health in Asia: State of the art and future challenges
Occupational safety and health in Latin America: State of the art and future challenges
Occupational safety and health in the Cochrane collaboration
Occupational skin cancer by natural and artificial sources
Occupational stress
Occupational well-being at MRI work
OECD nanomaterial exposure assessment
Older workers and early retirement
Optical radiation: Exposure, health effects and prevention in exposed workers
Outreach to employers in developing countries: A new tool to advance BOHS
Participatory action-oriented approaches for improving mental health of workers
Pathophysiology of emerging occupational and environmental allergies
Personal protection and measures at workplace
Pesticide exposure and climate change
Pesticides: Risks and prevention in developed and developing countries



<b>Special Session Titles:</b>
Precarious employment – The Latin American situation
Prevention and management of asbestos-related diseases
Prevention for major accidents based on self-regulatory OSH system
Psychological diseases or symptoms in workplace
Psychosocial factors at work: State of the art in Latin America
Psychosocial risk factors in developing countries: Practical solutions with limited resources
Pulmonary toxicity of metals
Risks associated with mixed exposure
Role of public policies in reducing workers' smoking prevalence
Safety & health policy for reduction of severe industrial accidents
Safety and health of the working time
Safety management in the construction industry
Skill enhancement for OH physicians
Skin barrier function in occupational settings
Social determinants and occupational health
Solvent-induced cognitive decline – no more!
Status of agricultural injuries and diseases and prevention strategies
Supporting global action on workers' health – Achievements and lessons learned from the global network of WHO Collaborating Centres for Occupational Health
Surveillance for acute pesticide poisoning
Sustainable working lives – Managing work transitions and health
System safety in chemical and energy industries
The aging workforce and MSDs
The art and science of communicating occupational safety and health information
The art and science of moving our research to practice
The burden of occupational and environmental cancer
The making of ASEAN diagnostic criteria on occupational diseases
The monitoring of working conditions in a comparative perspective – The EWCs and the KWCs
The new ILO list of occupational diseases: The application and the worldwide impact
The policy context to managing psychosocial risks in the workplace: examples from across the globe
The risk related to EMF exposure in workers with implanted medical devices
Towards a healthy workplace: From ill-health to well-being
Towards universal health coverage for workers
Toxic metals – New and old insights on their impact on chronic diseases
Toxicology of metals and occupational exposure: Ultrafine particles and engineered nanoparticles
Training programs applying participatory approaches in the field of OSH

<b>Special Session Titles:</b>
Visual performance – Lighting evaluation x prevention of occupational diseases
Wikipedia workshop for health professionals: A hands-on interactive presentation
Women and violence at the workplace
Work and obesity
Work and spirituality
Workers' health center for SMEs
Workers' health and primary health care
Workers' psychological burden in Asian countries
Working group on occupational infectious agents – Tasks and deliverables
Workplace interventions: Lessons in the adoption of health promotion and health protection by small enterprises
Work-related diseases in emergency responders

## Attachment 3: Oral Paper / Poster Sessions, ICOH Congress 2015, Seoul, Republic of Korea

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

<b>Oral Paper / Poster Sessions Topics:</b>	<b>Oral Paper / Poster Sessions Topics:</b>
Accident Statistics Analysis and its Applications	Health Surveillance in Workers Exposed to Hand-arm and Whole Body Vibration
Advances in Biological Monitoring	Health Surveillance of Noise Exposure
Aging and Work	History of Prevention of Occupational and Environmental Diseases
Allergy and Immunotoxicology	Indoor Air Quality and Health
Asthma and Hypersensitivity Pneumonitis	Management for Workers' Health and Injuries
Cardiology in Occupational Health	Musculoskeletal Disorders
Chronic Diseases and Link Between Diseases in Workers	Nanomaterial Workers' Health
Communication in Occupational Health	Neurotoxicology and Psychophysiology
Current Issues and Solutions in Industrial Hygiene	New Plans for Return to Work
Development and Implementation of Workers' Health Surveillance	Occupational and Environmental Exposure of Carcinogen
Education and Training in Occupational Health I – II	Occupational Hazard Evaluation for Health Care Workers
Elimination of Asbestos-related Disease	Occupational Health and Development
Epidemiology for Occupational and Environmental Diseases	Occupational Health for Healthcare Workers
Evaluating and Improving Work Functioning and Work-ability in Workers with High Psychosocial Demands	Occupational Health in Construction Industry
Free Topics I – II	Occupational Health in the Chemical Industry (MEDICHEM)
Future Industrial Hygiene Expectations within Developing Countries	Occupational Health Nursing
Good Practices for Small Scale Enterprises	Occupational Infectious Agents
Health and Safety Culture	Occupational Injury Surveillance and Prevention Strategy
Health Effects of Pesticides: Surveillance, Prevention Programs	Occupational Medicine
Health Services Research and Evaluation in Occupational Health I – II	Occupational Respiratory Health and Disease

**Oral Paper /  
Poster Sessions Topics:**

Occupational Safety and Health in the Mining Sector: Approaches for Small Scale / Individual Mines
Occupational Safety and Health in the Mining Sector: Global Systems
Participatory Approaches in OH
Physician's Health: What to Do When?
Pneumoconiosis and Occupational Lung Cancer
Psychosocial Risk Assessment
Quantitative and Qualitative Exposures within Developed/Industrialized Countries
Radiation and Work: Electromagnetic Fields
Radiation and Work: Optical Radiation and Ionizing Radiations
Reproductive Hazards in the Workplace
Safety Culture
Safety Management for Accident Prevention
Shiftwork and Working Time
Social Determinants and Occupational Health
Special Population and Their Health
Stress and Mental Health
The Scope and Specific Criteria of Compensation for Occupational Diseases
Thermal Factors
Toxicology of Metals
Unemployment, Job Insecurity and Health

**Oral Paper /  
Poster Sessions Topics:**

Violence at Work; Bullying; Injustice
Women Health and Work
Work Disability Prevention and Integration
Work Organization and Musculoskeletal Disorders I – II
Young Workers Safety and Health: Creating a Culture of Prevention

# Report on Activities of ICOH National/Area Secretaries

*Suvi Lehtinen*  
*Vice President*



## 1. Appointment of National/Area Secretaries (NS)

A meeting of the ICOH National Secretaries (NS) was held on 19 March 2012 in Cancun, and gathered a total of 58 participants. The reports of the previous term were discussed, and priorities – the communication of information, membership campaigns, and networking – for the current tenure were drafted.

The Vice President (VP) sent an e-mail to the NSs with tenure for 2009–2011, asking for the results of the election or agreement made among the ICOH members in the country concerning the nomination of an NS, in order for the ICOH President to appoint the NSs after their election. The message also contained

- the Guidelines for ICOH National/Area Secretaries
- the Contact Information Form to be filled in by the elected NS
- the Transparency Declaration Form to be filled in by the elected NS.

The tasks of the ICOH National/Area Secretaries, which are defined in the Guidelines, and are based on ICOH Bye-Laws, are:

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

After the initial appointments of National/Area Secretaries by the President, new Secretaries were continuously appointed in the course of 2012–2013. In line with the practice of the previous Triennium, an ICOH NS was also mobilized in the countries that did not previously have one due to low ICOH membership. The list of the National/Area Secretaries is on pages 8–9 of this Triennial Report.

Appointing an ICOH National Secretary in countries with a small ICOH membership has been interpreted as a positive approach from the ICOH side. It brings these experts into the ICOH NSs Network, with the aim of increasing information sharing.

The current number of appointed ICOH National/Area Secretaries is 58. They are distributed among the continents as follows:

**Table 1. ICOH National/Area Secretaries distributed among the continents**

<b>Regions</b>	<b>Appointed</b>
North America	3
Latin America	10
Europe	23
Eastern Mediterranean	3
Africa	10
Asia	8
Oceania	1
<b>Total</b>	<b>58</b>

as of 31.12.2014

The total number of countries with ICOH members is 96.

## 2. Work Plan for ICOH National/Area Secretaries

As soon as an ICOH member has been appointed as ICOH National/Area Secretary by the ICOH President, the Vice President sends a draft Format of a National/Area Secretary Work Plan 2012–2015, which can be utilized in the planning of national activities.

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

### Developing the work plan

- Making the ICOH Core Documents and ICOH Promotion tools available
- Selecting a few activity lines for current tenure
- Setting a target for increasing ICOH membership in the country
- Utilizing ICOH administrative support (President, Vice-Presidents, Secretary-General, the Secretariat)
- Utilizing the National Secretaries' Virtual Office
- Participating in the NSs' regional meeting (to be informed by the VP)
- Generating and maintaining contacts with National Associations in Occupational Health.

All these have been realized relatively smoothly. It seems that most of the National/ Area Secretaries have used the NS Virtual Office on the ICOH website. The Virtual Office makes it easier for the NSs to carry out their tasks.

#### **Evaluation of activities**

- Report of activities sent to the VP twice during the Triennium.

The NSs are obliged to report back on their countries' activities twice during the Triennium. The percentage of reports was higher than in previous triennia (53 replies out of 58). The summary of the reports for 2012–2014 will be presented to the Board and the General Assembly in May–June 2015.

### **3. Increasing ICOH membership**

The NSs play a crucial role in membership campaigns.

#### **Setting a target for membership in 2015**

In their reports and communications, some National/Area Secretaries have expressed challenges and difficulties in recruiting new ICOH members, due to economic situations in particular. Some of these challenges can be eased by measures carried out by the VP or ICOH Secretariat, but others need to be tackled by the NSs themselves. Some countries, such as Mexico, Brazil, Peru and Zimbabwe, have set quite ambitious targets for increasing membership. In several countries, the number of ICOH members has significantly increased during the current Triennium, e.g. in Kenya.

#### **Information sharing**

Every NS aims to introduce ICOH at one annual congress of the National Society of Occupational Medicine (or respective organ) within his/her three-year term. On the basis of NS reports, this seems to be the most common form of sharing information about ICOH and membership recruitment, and is being done constantly in many countries.

Some NSs presented the Cancun Charter in their National Occupational Health Convention, and sent a letter to the Minister of Health to inform him of this issue. In addition, the Ergonomics Guidelines and the ICOH Statement on the Global Asbestos Ban have been utilized in a similar way, either in presentations at national conferences or in articles in national journals. In Paraguay, the ICOH Code of Ethics has been adopted in the national Resolution. A special training workshop on the ICOH Code of Ethics was organized in Ghana. In Tanzania, the Code of Ethics has been utilized as training material in university courses on professional ethics. Almost all of the reports highlight the dissemination of information regarding ICOH activities, the networking of ICOH members' relevant activities, as well as further improvement of ICOH-related websites for national purposes. Good examples of these come from e.g. Hungary,

Mexico and Panama, and a national website is being planned in Japan.

NSs have contributed to two e-mail surveys, one on Emergency care and the other on finding members for the ICOH Mining Working Group. The Questionnaire Survey on the status of OHS in the countries will be repeated in the first half of 2015.

### **Collaboration with National OH Societies and Associations**

ICOH NSs should collaborate with the National Associations in their countries in order to raise awareness, attract new members and sustain current members. Some of the ICOH NSs are also presidents of National Occupational Health Associations, which provides an excellent opportunity to attract new members to ICOH. Many NSs mentioned close relations with their National Occupational Health Associations as an important channel for information sharing and membership recruitment.

### **ICOH promotion materials**

The National Secretaries' Virtual Office (<http://www.icohweb.org/nsvo/>) and the ICOH website ([www.icohweb.org](http://www.icohweb.org)) are excellent sources of information on ICOH and of tools for promoting ICOH activities. The ICOH Secretariat designs and edits the ICOH website, with the Secretary General as the Editor-in-Chief.

The Virtual Office and the ICOH website now contain five sources of material that NSs can use for informing occupational health and safety experts about ICOH activities, and thereby encourage them to join ICOH. These are:

1. the ICOH PowerPoint Presentation
2. the ICOH brochure
3. the membership application form (in English, French, Portuguese, Spanish and Italian)
4. the ICOH Newsletter
5. a one-page ICOH leaflet (benefits), including the application form (English, French, Spanish)

In addition, the following documents are available in the Virtual Office:

- Contact Information and Transparency Declaration Forms
- NS Report Model for 2012–2014
- List of NSs.

ICOH National/Area Secretaries receive a bundle of the one-page leaflets which inform potential members of the benefits of joining ICOH. The membership application form is on the reverse of the leaflet. This one-page leaflet is a handy tool, but in order to be more effective, should be accompanied by a presentation on ICOH activities.

In addition to these, the Triennial Reports of ICOH are also accessible on the internet; they are more comprehensive but somewhat difficult to print.

The reports from e.g. Brazil, Mexico and Hungary contain good examples of the use of the ICOH PowerPoint presentation.

NSs strongly emphasize the importance of quick, smooth com-



munication with the ICOH Secretariat in cases in which experts wish to join ICOH, thus speeding the process between application and decision.

### **Achievements and proposals**

The 53 reports on the activities of the National/Area Secretaries outline their active roles in ICOH membership campaigns. Special efforts were made by a number of National/Area Secretaries to recruit new ICOH members, particularly in conferences on occupational health and university training courses. It seems that the best response is received when promoting ICOH activities in meetings organized by ICOH Scientific Committees. If Chairs or Secretaries of Scientific Committees are from the country itself, they are invited to present the activities of their Committees, and this is of interest to potential members.

Many ICOH NSs have had the ICOH Core Documents translated into their national languages, such as Spanish, Portuguese, Japanese, Chinese and Arabic. This has been strongly encouraged and supported by ICOH.

Clarification of the procedure to financially support ICOH NS activities has been requested.

## **4. Further development of multidirectional communication**

### **Communication channels**

#### *ICOH brochures and website*

A brief ICOH brochure has been deemed useful for NSs in carrying out their tasks. The one-page marketing leaflet has been published and distributed to all NSs.

In addition, it was proposed that an ICOH poster be provided to ICOH NSs to help increase ICOH's visibility in connection with seminars and symposia. Regular teleconferences/webinars on topical themes in occupational health and safety (three times a year) would be welcomed.

#### *VP Information Letters and NS Activity Reports*

A continuous flow of information between the NSs and ICOH Officers was already established during the previous Triennium. The VP sent four information letters in 2012, three in 2013, and three in 2014 in order to keep the NSs informed and updated of current ICOH decisions and activities.

#### *Effective communication with ICOH Officers and the Secretariat*

This has been deemed important, as has full utilization of the new ICOH website. The NS Virtual Office has received positive feedback as it has made the work of the NSs easier to implement. New microsites have been proposed, such as a template for the NSs for passing on information to their own members in their country, and a webinar led by an ICOH expert.

### **Improving communication with Scientific Committees**

The NS reports contained several requests to intensify communication regarding SC-organized symposia and conferences to National/Area Sec-

retaries. The National/Area Secretaries would appreciate being 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.

Information on most of the symposia organized by ICOH Scientific Committees is available on the ICOH website. Direct communication of information from the Scientific Committees to the NS concerned still has room for improvement. In all SC symposia and meetings, the organizers are encouraged to establish, in collaboration with the relevant NSs, a session on ICOH activities in general, for promoting ICOH and recruiting new members.

NSs constantly request that the Abstracts and Proceedings of ICOH symposia be available on the ICOH website. In this way, they could further transmit the relevant messages to their own colleagues in their countries.

**Improving communication among National/Area Secretaries**

Another topic of continuous interest is how to develop communications among the ICOH National/Area Secretaries. A platform for this could be established within the ICOH NS Virtual Office.

*Information from NSs in ICOH Newsletter*

National/Area Secretaries were asked to report on their activities in the ICOH Newsletter in a similar manner as the Scientific Committee Chairs and Secretaries. This was agreed on with the Editor of the Newsletter, and has been implemented as follows:

**Table 2. ICOH National/Area Secretaries reporting their activities in the ICOH Newsletter**

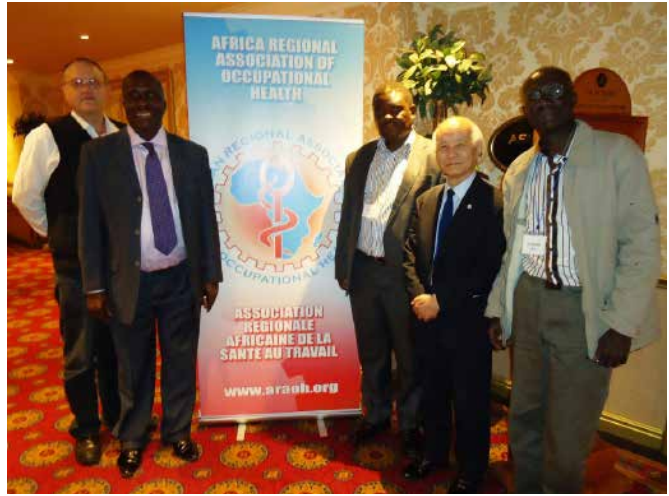
Issue	Pages	News from NS
1/2012	32	1
2-3/2012	40	1
1/2013	34	2
2-3/2013	36	4
1/2014	40	–
2-3/2014	40	5

**Improving communication from National/Area Secretaries to country members**

The reports contained a request to develop a ‘writing to national members’ function on the NS Virtual Office website, so that each NS could easily obtain the e-mail distribution list of all ICOH members in the country.

**5. National Secretaries’ regional meetings**

During the Triennium, at least one regional meeting of ICOH NSs was planned in connection with an International Conference in each continent, organized by one of the countries in the Region.



## **Cancun, Mexico**

A meeting of the ICOH National/Area Secretaries was held during the 2012 ICOH Congress in Cancun to discuss their activities during the previous term and to preliminarily plan activities for the 2012–2015 Triennium. The meeting gathered a total of 58 participants. The participants agreed to strengthen the membership campaign and actively promote ICOH and its activities in their countries. The meeting report is available at:

[http://www.icohweb.org/site\\_new/multimedia/reports/pdf/national\\_secretaries/NS%20Meeting%20Minutes%2019mar12.pdf](http://www.icohweb.org/site_new/multimedia/reports/pdf/national_secretaries/NS%20Meeting%20Minutes%2019mar12.pdf)

## **2012–2014**

During the period of 2012–2014, the Officers held meetings with National/Area Secretaries on separate occasions to discuss the membership campaign, the promotion of ICOH activities and other issues of interest.

The regional meetings of the National/Area Secretaries were held as follows:

- **27 August 2013, Helsinki, Finland**

*Suvi Lehtinen*

An informal meeting of ICOH NSs was arranged in connection with the International Conference on ‘Work, Well-being and Wealth, Active Aging at Work’, in Helsinki, Finland. Four ICOH National/Area Secretaries, VP, one Board member and three ICOH members participated in the meeting. The meeting report is accessible at:

[http://www.icohweb.org/site\\_new/multimedia/reports/pdf/national\\_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Helsinki%20August%202013%20PM.pdf](http://www.icohweb.org/site_new/multimedia/reports/pdf/national_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Helsinki%20August%202013%20PM.pdf)

- **3 October 2013, Buenos Aires, Argentina**

*Claudio Taboadela and Cristina Pantano*

The Latin American regional meeting of National/Area Secretaries was held on 3 October 2013 in Buenos Aires, Argentina, in connection with the 13th ALSO Congress. A total of nine NSs attended, together with the ICOH VP, Past President and one ICOH Board member. The wide participation of NSs from the Region and other experts was made possible by an exceptional arrangement of financial support by the local organizers of the Congress, and this was gratefully acknowledged. The meeting report is accessible at:

[http://www.icohweb.org/site\\_new/multimedia/reports/pdf/national\\_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Buenos%20Aires%20Oct%202013%20PM.pdf](http://www.icohweb.org/site_new/multimedia/reports/pdf/national_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Buenos%20Aires%20Oct%202013%20PM.pdf)

- **2 August 2014, Johannesburg, South Africa**

*Adriaan Combrinck, Claudina Nogueira*

The African regional meeting of National/Area Secretaries was organized in connection with the ARAOH Conference, scheduled for 1–3 August 2014 in Johannesburg, South Africa. The meeting was attended by four NSs, the ICOH President, one Board Mem-

ber, and the ICOH VP via Skype from Finland. The meeting report is accessible at:

[http://www.icohweb.org/site\\_new/multimedia/reports/pdf/national\\_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Johannesburg%20August%202014%20PM.pdf](http://www.icohweb.org/site_new/multimedia/reports/pdf/national_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Johannesburg%20August%202014%20PM.pdf)

- **2 September 2014, Fukuoka, Japan**

*Seichi Horie*

The Asian regional meeting of National/Area Secretaries was organized in connection with the Asian Conference on Occupational Health on 2–4 September 2014 in Fukuoka, Japan. Three ICOH National/Area Secretaries were present, in addition to the ICOH President, the ICOH Past President, the ICOH Vice-President, and one ICOH Board Member.

The meeting report is accessible at:

[http://www.icohweb.org/site\\_new/multimedia/reports/pdf/national\\_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Fukuoka%202%20Sep%202014%20PM.pdf](http://www.icohweb.org/site_new/multimedia/reports/pdf/national_secretaries/Meeting%20of%20ICOH%20National%20Secretaries%20Fukuoka%202%20Sep%202014%20PM.pdf)

### **Seoul, Republic of Korea, Meeting of National Secretaries in ICOH2015**

The next meeting of all ICOH NSs will be organized in ICOH2015. Approximately half of the current ICOH NSs will have served two terms by this time, and new NSs will have to be elected. In the remaining countries, the current NS will be eligible for a second term.

## **6. OHS questionnaire survey**

In the 2009–2011 Triennium, ICOH conducted a survey in the 61 countries with an NS. 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 (OHS). In addition, the possibility that the ICOH NSs could act as key informants in surveys concerning national occupational health capacities was looked into. The results were reported in the regional meetings and published in the *Scandinavian Journal of Work, Environment and Health* ([http://www.sjweh.fi/show\\_abstract.php?abstract\\_id=3317](http://www.sjweh.fi/show_abstract.php?abstract_id=3317)). The survey will be repeated in 2015.

## **Acknowledgements**

I would like to express my warmest thanks to all ICOH National Secretaries who have been so enthusiastic in their activities. This goes for their membership activities, but also their keen interest in providing survey data on the occupational health service situation in their countries. It has been a pleasure to work with all of them.

# Editor's Report

*Dr. Seong-Kyu Kang*



## Newsletter

The Newsletter has been published twice a year during the Triennium, under the direction of Dr. Seong-Kyu Kang of KOSHA (skk@kosha.or.kr), the Editor-in-Chief, since the 2nd issue of 2009 (V7N2). Ten issues (actually seven copies) were published from the 1st issue in 2012 (V10N1) to the 1st issue in 2015 (V13N1). The initial plan was to publish three times a year, but the second issues were bound with the third issues and published in December. Despite this, the total pages of the published issues during the 2012–2014 Triennium was 222, whereas that of the previous Triennium was 228. 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 Scientific Committees (SCs), national gatherings and regional meetings. It encompasses a message from the president, an editor's note, special articles on hot topics, ICOH Statements, reports from SCs on international conferences, reports from National Secretaries on the domestic and regional activities of members, ICOH administrative issues, information on publications, upcoming scientific meetings, a welcome for new members, information on Chairs and Secretaries of SCs, and any information related to members (Table 1). The main text was translated into French, which is the official language of ICOH, and put on the latter part of the Newsletter.

During this Triennium, new members were introduced in the second and third issue of 2012. Information on 42 members were delivered in the V10N2,3, which contains their academic and professional backgrounds and interest areas of occupational health.

The newsletter was planned to be released in May, August and December, but the second issue was bound together with the third issue in December. The first issue of this Triennium was published in August after the 30th Congress in Cancun, 2012. The last issue of this Triennium will be published in April 2015, just before the ICOH Congress 2015.

The Newsletter process is as follows. Articles and reports are gathered. The draft is usually edited two months ahead of publication. The draft is sent to the editorial board, where it is carefully reviewed by all members. All comments are reflected in the draft. The main text is translated into French by a translator. The French version is also reviewed by one of the editorial board members, Dr. Louis Patry, Professor at the University of Quebec. The final electronic version is sent to ICOH

Officers, Board members, the Chairs and Secretaries of the Scientific Committees, and National Secretaries. If there is no further comment from officers, the electronic version is sent to all ICOH members via email. The paper copy is put into print and sent to all members by postal mail.

The electronic version is uploaded onto the ICOH website immediately after publishing. ([http://www.icohweb.org/site\\_new/ico\\_news-letter.asp](http://www.icohweb.org/site_new/ico_news-letter.asp))

The Newsletter is delivered to all registered ICOH members in the first year of the Triennium, but is later limited to only active members who have paid their membership fee for the Triennium.

**Table 1. Contents of the ICOH Newsletter**

Issues	Pages	Reports		Special contribution
		SCs	NSs	
1/2012	32	1	1	P. Schulte: Nanotechnology ICOH Statement: Global Asbestos Ban and the Elimination of Asbestos-Related Diseases (Proposal)
2,3/2012	40	0	1	A. Manuaba: Anticipating recent and common problems in Asia is a must to attain humane, competitive and sustainable work system and products New members introduction
1/2013	34	3	2	P. Westerholm: Column: Advertising Ethical Guidance in UK M. Riva: Occupational Health in fine arts, music and literature
2,3/2013	36	5	4	A. Tsutsumi: The Tokyo Declaration on prevention and management of work-related cardiovascular disorders
1/2014	40	5	1	ICOH Statement: Global asbestos ban and the elimination of asbestos-related diseases (October 2013) A. Descatha: An Editor-in-Chief Charter to complement existing recommendations in occupational health publishing?
2,3/2014	40	0	4	A. Descatha: Results from an online survey on emergency management in the workplace E. Boezeman: New method for disability evaluation A. Bandhukul: ASEAN Diagnostic criteria on occupational diseases
1/2015	-	-	-	US NIOSH: Ebola outbreak and occupational health professionals SC on Infectious Diseases



## 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, 2011 to November 30, 2014. 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 10, 2012.

3. In our opinion, the financial statements of the International Commission on Occupational Health as of November, 30 2014 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, 10 February 2015

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Fabio Calini  
Partner

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SEDE LEGALE: CORSO DI PORTA VICENTINA, 35 - 20122 MILANO  
SPA - CAPITALE SOCIALE € 1.000.000,00 I.V.  
REG. IMP. MILANO E COD. FISC. / P. IVA N. 00299110177 - REA DI MILANO 2027262  
ISCRITTA AL REGISTRO DEI RIVENDITORI LEGALI AL N. 41306 CON D.M. DEL 12/04/1995 G.U. N.31815 DEL 24/04/1995  
UFFICI IN ITALIA: BARI - BOLOGNA - BRESCIA - FIRENZE - GENOVA - MILANO - NAPOLI - PADOVA - PALERMO - ROMA - TORINO

  
Praxity  
GLOBAL ALLIANCE OF  
INDEPENDENT FIRMS





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April 15, 2012

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Prof. Harri Vainio (Finland)  
Prof. Peter Westerholm (Sweden)

This representation letter is provided in connection with your audit of the financial statements of ICOH for the period ended March 23, 2012.

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



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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

Prof. Sergio Iavicoli MD, PhD  
Secretary-General



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February 10, 2015

**VICE PRESIDENT**

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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.
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With our best regards

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President

Prof. Sergio Iavicoli MD, PhD  
Secretary-General

INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH

STATEMENT OF FINANCIAL POSITION

November 30, 2014

	Notes	Novembre 2014 Chf	October 2011 Chf
<b><u>ASSETS</u></b>			
<b>Current Assets:</b>			
Cash and cash equivalents	4	698,892	653,336
Other receivables	5	1,818	45,074
<b>Total Assets</b>		<b><u>700,710</u></b>	<b><u>698,410</u></b>
<b><u>LIABILITIES AND FUND BALANCES</u></b>			
<b>Current liabilities:</b>			
Other payables	6	124,405	145,146
Deferred revenue		66	66
<b>Total current liabilities</b>		<b><u>124,471</u></b>	<b><u>145,212</u></b>
<b>Fund balances:</b>			
Accumulated Funds		576,239	553,198
<b>Total fund balances</b>	7	<b><u>576,239</u></b>	<b><u>553,198</u></b>
<b>Total liabilities and fund balances</b>		<b><u>700,710</u></b>	<b><u>698,410</u></b>

ACCUMULATED FUNDS

	2014	2011
Balance as at prior period ending	553,198	522,737
Period adjustment	- 59,803	
Other receivables depreciation	26,784	- 13,542
Transfer from statement of income and expenditure	56,060	44,003
Balance as at current period ending	<b><u>576,239</u></b>	<b><u>553,198</u></b>

# International Commission of Occupational Health

## Statement of income and expenditure

Period from 1 November 2011 to 30 November 2014

	November 1, 2011 to March 23, 2012 (CHF)	March 24, 2012 to November 30, 2014 (CHF)	November 1, 2011 to November 30, 2014 (CHF)	November 1, 2008 to October 31, 2011 (CHF)	January 1, 2006 to October 31, 2008 (CHF)
<b>INCOME</b>					
Membership fees	12,636	390,064	402,700	392,056	402,529
Bank interest	-	-	-	-	-
Miscellaneous income	-	9,150	9,150	-	5,782
Contribution to ICOH	-	-	-	-	-
Bank interest on bond	9,975	-	9,975	21,058	20,058
Income from ICOH 2012	-	92,201	92,201	-	-
Income from ICOH 2009	-	-	-	119,816	-
Income from ICOH 2006	-	-	-	-	97,189
Write off of over provision	-	-	-	-	-
Foreign exchanges profit/loss	-	2,669	2,669	-	-
<b>Total Income</b>	<b>22,611</b>	<b>494,084</b>	<b>516,695</b>	<b>532,930</b>	<b>525,558</b>
<b>EXPENDITURE</b>					
Past President's expenses	-	5,009	5,009	4,311	-
Current President's expenses	-	29,747	29,747	23,525	36,299
1st Vice President's expenses	-	8,869	8,869	18,701	16,005
2nd Vice President's expenses	1,758	25,312	27,070	21,596	25,042
Past Secretary-General's expenses	-	-	-	-	-
Current Secretary-General's expenses	146	23,160	23,306	21,839	20,733
Secretariat office administration expenses	11,324	32,123	43,447	55,419	60,896
Secretariat admin. staff salary	17,432	85,412	102,844	97,828	80,148
Board meetings expenses	-	6,056	6,056	11,928	14,295
Officers' meeting	-	12,413	12,413	10,090	9,090
Scientific committees expenses	-	29,419	29,419	24,324	29,358
SCs Meetings of chairpersons/secretaries	-	13,169	13,169	7,243	10,421
ICOH Strategic Initiatives	3,034	51,149	54,183	27,423	78,584
Audit fees:	-	-	-	-	-
current period	3,559	20,000	23,559	12,206	17,387
underprovision in prior period	-	-	-	4,234	-
Bank charges	-	-	-	29,825	14,036
Bank charges and taxes	2,314	16,701	19,015	-	-
ICOH 2012 Developing Countries Participations Support	-	-	-	78,000	-
ICOH 2012 Congress	23,596	-	23,596	-	-
ICOH 2006	-	-	-	-	14,668
ICOH 2009 Developing Countries Participations Support	-	-	-	6,496	60,000
Website account	3,105	22,160	25,265	31,677	21,538
Foreign exchanges loss	-	-	-	811	91
Loss on securities transaction	-	-	-	1,452	4,830
Printing expenses	-	13,668	13,668	-	-
<b>Total expenditure</b>	<b>66,268</b>	<b>394,367</b>	<b>460,635</b>	<b>488,927</b>	<b>513,239</b>
<b>OPERATING GAIN/(DEFICIT) TRANSFERRED</b>	<b>- 43,657</b>	<b>99,717</b>	<b>56,060</b>	<b>44,003</b>	<b>12,319</b>
<b>TO ACCUMULATED FUNDS</b>					

See accompanying notes to the financial statements.

## **INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH**

### **NOTES TO THE FINANCIAL STATEMENTS**

**November 30, 2014**

#### **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, Research Area, Department of Occupational and Environmental Medicine, Epidemiology and Hygiene, 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 Financial Reporting Standards.

**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 income 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 arise 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>2014</u>	<u>2011</u>
		Chf	Chf
	Time deposits	-	221.158
	Cash and bank	<u>698.892</u>	<u>432.178</u>
		<u>698.892</u>	<u>653.336</u>
5.	OTHER RECEIVABLES		
		<u>2014</u>	<u>2011</u>
		Chf	Chf
	Loan to MEXICO 2012	-	40.000
	Others	<u>1.818</u>	<u>5.074</u>
		<u>1.818</u>	<u>45.074</u>
6.	OTHER PAYABLES		
		<u>2014</u>	<u>2011</u>
		Chf	Chf
	Accrued expenses	104.471	132.940
	Audit fees payable	<u>20.000</u>	<u>12.206</u>
		<u>124.471</u>	<u>145.146</u>
7.	ACCUMULATED FUNDS		
		<u>2014</u>	<u>2011</u>
		Chf	Chf
	Balance as at prior period ending	553.198	522.737
	Period adjustment	(59.803)	
	Other receivables depreciation	26.784	(13.542)
	Transfer from statement of income and expenditure	<u>56.060</u>	<u>44.003</u>
	Balance as at current period ending	<u>576.239</u>	<u>553.198</u>
8.	STAFF COSTS		
		<u>2014</u>	<u>2011</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 2014 cover the financial period from November 1<sup>st</sup>, 2011 to November 30<sup>st</sup>, 2014. The financial statements for 2011 cover the financial period from November 1<sup>st</sup>, 2008 to October 31<sup>st</sup>, 2011.

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 November 30<sup>st</sup>, 2014 are split into the Statement of Income and Expenditure in two columns, referred to the period November 1<sup>st</sup> 2011-March 23<sup>rd</sup> 2012 and to the period March 24<sup>th</sup> 2012-November 30<sup>st</sup>, 2014, to provide separate evidence of the incomes and expenditures pertaining to current and prior management respectively.

# Sustaining Members

Organization	Country
Fundacentro	Brazil
Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST)	Canada
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, (INAIL)	Italy
Occupational Health Promotion Foundation	Japan
University of Occupational & Environmental Health	Japan
Korea Occupational Safety and Health Agency (KOSHA)	Republic of Korea
Workplace Safety and Health Institute	Singapore
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

# Affiliate Members

Organization	Country
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Vlaamse Wetenschappelijke Vereniging voor Arbeidsgezondheidskunde (VWVA)	Belgium
Flemish Organisation of Nurses	Belgium
National Association of Occupational Medicine (ANAMT)	Brazil
Sao Paulo Association of Occupational Medicine (APMT)	Brazil
Croatian Medical Association	Croatia
MEDICHEM	Germany
Indian Association of Occupational Health (IAOH)	India
Associazione Italiana di Radioprotezione Medica (AIRM)	Italy
Società Italiana di Medicina del Lavoro e Igiene Industriale (SIMLII)	Italy
Japan Society for Occupational Health	Japan
Philippine College of Occupational Medicine	Philippines
Sociedade Portuguesa de Medicina do Trabalho	Portugal
South African Society of Occupational Medicine (SASOM)	South Africa
Bureau of Occupational and Environmental Diseases	Thailand
Nederlandse Vereniging voor Arbeids- en Bedrijfsgeneeskunde	The Netherlands
The Society of Occupational Medicine	United Kingdom



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