



# NEWSLETTER



International Commission on  
Occupational Health – ICOH

Commission Internationale de  
la Santé au Travail – CIST

Volume 2, Number 1

April 2004

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## Message from the President

### Dear ICOH Members,

As the year 2004 has drawn to the end of its first quarter, it has already shown its dramatic course: on 11 March 2004, close to 200 people were killed and more than 1500 were injured in a terrorist attack against innocent civilians on their way to work, school or university to carry out their daily tasks and duties.

We express our commiseration for the loss and deep sorrow of the families, fellow workers and friends of the victims. We also strongly protest against such an atrocious action that is totally against the ICOH mission of striving towards better conditions of work, health and safety and well-being of working people. We need to make every effort to make this world safer, more just, equal and peaceful, and to root out the causes of such aggression.

The second year of the ICOH triennium is well under way, and we are preparing for the Mid-term Meeting of the Board, Task Groups, Working Groups and the meeting between the Board and the Chairs of the Scientific Committees which will be held in connection with the OHS2005 Conference in Helsinki during the 4th week of January 2005. The agenda of the Meeting will be heavily loaded with the mid-term reports of the above committees and groups, monitoring of the triennial strategy objectives, analysis of the mid-term economy, tentative agenda of the General Assembly 2006, and numerous other topical issues.



Many Scientific Committees have already launched some activities, while others have been silent. Now is the last minute to initiate actions in order to have something to report next January.

The Iguassu General Assembly discussed membership issues, as ICOH membership has been declining for several years. There are many reasons for such an unwanted development. First, as the average age of the members is relatively high, natural turnover tends to increase. On the other hand, the on-going global trends in occupational health are less favourable due to downsizing, outsourcing and fragmentation of many services. There are also some disturbances outside the ICOH; these may discourage new members to join any kind of international activity within the occupational health community.





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

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Volume 2, Number 1  
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## ICOH Newsletter

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In the strategy objectives for the ICOH triennium, increasing the membership and recruiting more young members was set as an objective. The ICOH Secretary General has, together with the Senior Vice-President, started new actions for raising the membership. In spite of the unfavourable global trends, the initial results are encouraging; the actions initiated in the Iguassu Congress have brought dozens of new members to ICOH. The reduced fee for the countries with a low GDP/capita is likely to enable members from the developing countries and from countries in transition to come in. We need to continue such efforts, and special actions are further needed to reach more young members.

The ICOH economy has always been tight, as only two sources of revenue are available: the membership fees and the income from the triennial congresses. Only seldom have scientific committees been able to transfer their income from SC congresses to the disposal of ICOH. Careful control of the budget is needed to keep our economy on a sound basis. Unfortunately, the possibilities to provide financial support to the Scientific Committees from the ICOH budget are very limited although not non-existent.

Our economy would be much more secured if all the members would pay their membership fees on time. Although the majority of the members have paid their fee for the current triennium, many members are not in good standing still one year after the first invoice. This is unfair towards those members who have paid on time. May I call all those who have not yet paid their fees, to do so at their first convenience, as the ICOH operational capacity and balancing of the budget is critically dependent on these revenues. Some concern has been expressed regarding the high fee for the triennium. In fact, calculated per annum it is not high, and the benefits in the form of reduced congress fees and discounts on publications make the real net fee even lower. No doubt, splitting the triennium fee into three even portions would lower the threshold to pay,

but would also triple the collection costs. The beneficiary would thus be the postal authorities and banks at the cost of the ICOH economy.

ICOH is a highly decentralized organization with its 35 Scientific Committees, numerous Task Groups and Working Groups, Networks and more than 50 National Secretaries. Our activities are guided by the Constitution, Bye-Laws and Code of Ethics. In our everyday activities, we nevertheless often face issues that are not sufficiently guided by these instruments. Therefore, a guideline on good association practice has been found necessary and is under preparation. This booklet will guide the practices of the Association in a way that is conducive to the mission of the Organization. We hope to get that booklet completed by the Mid-Term Meeting.

There are only very few organizations and experts in the world today who are willing to put their effort and knowledge to the development of working conditions. Therefore, the everyday activities of ICOH members are most crucial and earn all support. The Officers, the Board and the Scientific Committee have committed themselves to support that work with all the means, which are available. The possibilities for such support have been substantially improved as our Secretary General with the help of TG on Information has produced a more user-friendly website. While congratulating for such an innovative effort I would like to challenge the Scientific Committees and each and every expert to provide relevant information to the sites. Particularly such information, which helps us in our expert activities, is most welcome. May I wish each member best success in his/her daily activities towards a better world of work.

Jorma Rantanen  
President

## ICOH is strengthening its activities on a wide scale

### ICOH Newsletter

You now hold in your hands the third issue of the ICOH Newsletter to be published after the revitalization process. We have had some feedback from readers – these are warmly welcome also in the future. It seems that the Scientific Committees have found the Newsletter as a means of disseminating information on their forthcoming events and other activities. This approach to dissemination of information should be strengthened in future issues. Some of the Scientific Committees are still carrying out their activities before letting us know what has been planned. As the Members are highly interested in Committees' activities and the outcomes of those activities, we invite all of the Committees to use the Newsletter as a forum for exchange of information. This applies even to those Committees that have very well-maintained websites.

### This issue

This issue of the Newsletter contains more information on the decisions made by the ICOH Officers at the meeting, they held in Strasbourg, France, at the end of January 2004.

The Secretary General, Dr. Sergio Iavicoli, and co-workers have been active in developing a slide show on the ICOH activities (see more on page 5). All the National Secretaries can utilize the slide presentation in their efforts to recruit

new members for ICOH. The intention is also to put the slide show on the ICOH website ([www.ich.org.sg](http://www.ich.org.sg)).

In addition, we continue to publish breakthrough research findings in occupational health and safety. The purpose is not to publish a formal scientific article, but to call the Members' attention to breakthrough findings that are highly topical for us. Proposed topics for such articles are most welcome. In this issue, you can read a brief description of the study reporting an association between organizational downsizing, sickness absence and mortality. The finding is very dramatic: one of the most common events in the modern work life seems to be fatal. This study was recently published in the British Medical Journal. The results should raise the interest both of all occupational health and safety experts and of company management.

We also continue to publish the names of new ICOH members. This may encourage others to join as well.

### We look forward to seeing you in Helsinki in January 2005, if not sooner

The Finnish Institute of Occupational Health is organizing an international Conference on Occupational Health Services, to be held on 25–27 January 2005. The Conference agenda has a broad scope encompassing most topical issues in occupational health that, in fact,

are relevant for all Scientific Committees of ICOH. The ICOH members are welcome to take part in the OHS2005 Conference and to take a mid-term inventory of international research in occupational health (more information at [www.ttl.fi/ohs2005](http://www.ttl.fi/ohs2005)).

During that same week, on Monday 24 January, ICOH is planning to organize some Workshops. A mid-term inventory will also be conducted by the ICOH leadership during the Mid-term Meeting of the ICOH Board; and the Chairs of the Scientific Committees at the end of the week, on 27–29 January 2005. Sergio Iavicoli, our Secretary General, will contact the Board Members and the Chairs of the Scientific Committees in due course.

Suvi Lehtinen  
Editor

## Officers' Meeting on 23–24 January 2004

### Faculty of Medicine – University of Strasbourg, Strasbourg, France, 23–24 January 2004

The Officers of ICOH held their second meeting after Iguassu on 23–24 January 2004 in Strasbourg, France, hosted by Professor Alain Cantineau. Many administrative issues were discussed, but also substantive areas of ICOH activities were dealt with in detail.



Ruddy Facci, Sergio Iavicoli, Alain Cantineau and Jorma Rantanen

### Follow up on Task Groups and Network activities and assignments

All Task Groups and Networks had been invited to give an interim report on their activities. The majority of them had sent a report, and activities are proceeding slowly, but steadily. Those who have not sent their reports are expected to do it at their first convenience.

### Membership of ICOH

There is a continuing need for strengthening the awareness of the present members and for finding ways to attract new members to ICOH. The professional association provides a good forum for exchange of information and discussion on the substantive issues worldwide. A reminder was sent in March 2004 to the National Secretaries on tracking the lost sheep. There is also a positive trend to be seen, new members are joining (see page 13).

One of the problems of the ICOH is that the membership is ageing. Seniority as such is positive, but there is a need for involving younger members also to ICOH. The TG on Membership will develop a proposal on how to proceed, for discussion at the next Officer meeting, and then to be presented to the Board.

The aim of the new ICOH Slide Show is also to help the National Secretaries in their work to inform potential members in an attractive way about the aims and benefits of ICOH. See page 5.

The analysis on the membership campaign will be published in the newsletter and website when it has been completed.

### ICOH Code of Ethics

The Code of Ethics is now available in English and French also in print. All members should have received by now their own copy of the publication, sent by the Secretariat. The translation of the Code of Ethics into Spanish was encouraged.

### ICOH Guidelines

It was noted that as ICOH is a large international association, and it has not a permanent organization as a back-up, several guidelines are needed in order to make members aware of the procedures. The following guidelines are needed:

- Guidelines for Scientific Committees
- Guidelines for National Secretaries
- Guidelines for publishing within ICOH
- Guidelines for reimbursement of travel expenses

- Guidelines for organization of other ICOH meetings in addition to the triennial Congresses.

These will be prepared during 2004 and 2005.

### ICOH2006

The dates of the ICOH2006 Congress in Milan have been confirmed to be 11–16 June 2006. The arrangements are well under way.

### Occupational Health Day

The Joint ILO-WHO Committee on Occupational Health in December 2003 in Geneva discussed a proposal to adopt 28 April as a joint Occupational Safety and Health Day. The Day was proposed to be supported jointly by ICOH, WHO and ILO.

ICOH is continuing the discussion on that option, and it was also decided to promote a global day of awareness on Occupational Health in connection with the 28th ICOH Congress in June 2006.

# News from the ICOH Officers

## ICOH Slide Show

In order to facilitate the membership campaign, ICOH has prepared a Power-Point presentation that describes the mission, tasks, benefits to members, history and vision of ICOH. The National Secretaries are encouraged and invited to use the presentation in their task to provide information about ICOH and recruit new members for ICOH.

Anybody interested in the history or activities of ICOH can soon have a look at the presentation at: [www.icoh.org.sg/](http://www.icoh.org.sg/)



## Website developments

### ICOH website

The layout and structure of the ICOH website, [www.icoh.org.sg](http://www.icoh.org.sg), is being slightly revised. All those issues that you are used to find on the ICOH webpages will be retained.

Also, the ICOH Officers and the Task Group on Information have encouraged the Scientific Committees to establish their own websites. These are welcomed to be linked to the ICOH website.

The following Scientific Committees have their own websites. You may wish to have a look and search for some new information.

The following Scientific Committees have their own website:

- Accident Prevention ([www.ipso.asn.au](http://www.ipso.asn.au))
- Allergy and Immunotoxicology ([www.med.osaka-u.ac.jp/pub/envi/ICOHSWGNwsLet.htm](http://www.med.osaka-u.ac.jp/pub/envi/ICOHSWGNwsLet.htm))
- Fibres ([www.icoh-sc-on-fibres.de/index.html](http://www.icoh-sc-on-fibres.de/index.html))

- Health Services Research and Evaluation in OH (<http://192.58.80.9/ttl/osasto/tthos/icoh/>)
- OH and Development ([www.occuphealth.fi/e/icoh](http://www.occuphealth.fi/e/icoh))
- OH for Health Care Workers ([www.arbmed.uni-wuppertal.de/icoh-sc-hcw](http://www.arbmed.uni-wuppertal.de/icoh-sc-hcw))
- OH in the Chemical Industry ([www.medicchem.org.au](http://www.medicchem.org.au))
- Reproductive Hazards in the Workplace ([www.icoh.org.sg/eng/scient/reproductive/icoh\\_com.htm](http://www.icoh.org.sg/eng/scient/reproductive/icoh_com.htm))
- Work and Vision ([users.unimi.it/workvis/icoh\\_sc.htm](http://users.unimi.it/workvis/icoh_sc.htm))



# Organisational downsizing, sickness absence and mortality

Jussi Vahtera, *Senior Researcher* and Mika Kivimäki, *Professor*

Since the recessions that hit most industrialised countries during the 1990s evidence has accumulated of health risks to the survivors of corporate downsizing. One of the first studies in the field was conducted among municipal employees of town of Raisio, in Finland. The Raisio study found that the risk of health problems, as indicated by medically certified sickness absence and other indicators of health, was at least two times greater after major downsizing than after no downsizing. Half of this excess risk was attributable to an elevated level of work stress after major downsizing. Adverse effects on the health of survivors of downsizing have since been demonstrated in a number of other studies.

New evidence from the Finnish 10-Town Study was published in March 2004 in the *British Medical Journal*. The study, based on a 7.5-year follow-up of 22,430 employees, showed a two-fold risk of death due to cardiovascular diseases after major downsizing among individuals who remain in work. The association was strongest in the years immediately after personnel reductions. No evidence was found for associations between downsizing and mortality from other causes.

These findings should be interpreted within the framework of work stress. Downsizing represents “a natural experiment” of the effects of a changing psychosocial work environment with no accompanying change in material conditions. The 10-Town-study focussed on municipal employees during a particularly significant national recession. Municipalities were forced to downsize personnel to save costs, but the legislation

did not allow parallel cuts in the services provided. This resulted in heightened levels of job demands and job insecurity with a concomitant decrease in job control (e.g. decreased participation in decision making and reduction in skill discretion) among those who remained in employment. Such changes increase the likelihood of work stress, which may act as a trigger for fatal cardiovascular disease and a prognostic factor in those with pre-existing cardiovascular disease.

As expectations of continuing growth have evaporated in industrialised countries with the advent of the global economy, downsizing has become an increasingly significant trend. The data available suggest that downsizing may lead not only to elevated absence rates and other health problems but also increase cardiovascular mortality among those who remain employees. Policy makers, employers and occupational health professionals should recognise that downsizing may pose a severe risk to health.

## Reference

Vahtera J, Kivimäki M, Pentti J, Linna A, Virtanen M, Virtanen P, Ferrie JE. **Organisational downsizing, sickness absence and mortality: the 10-Town prospective cohort study.** *British Medical Journal* 2004; 328:555-557.

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## ICOH Committee on Occupational Health for Health Care Workers

Several members of the committee have joined the NEXT-Study ([www.next-study.net](http://www.next-study.net)) investigating the working conditions of nurses in 11 European countries. A data set of 40 000 nurses has been collected so far and is currently being analysed. Dr. Gehanno from Rouen in France is providing regular updates of a literature survey concerning OH for HCW to the committee members and the interested public (download from committee home page [www.arbmed.uni-wuppertal.de/icoh-sc-hcw](http://www.arbmed.uni-wuppertal.de/icoh-sc-hcw)). Currently, the committee on OH for Health Care Workers is planning the upcoming conference in Kitakyushu, Japan, from 8–10 October 2004 (<http://www.hcw2004uoeh.jp/>).

Gustav Wickström  
Chair of the Committee

## 6<sup>th</sup> International Conference on Occupational Health for Health Care Workers

in conjunction with the 24<sup>th</sup> UOEH (6<sup>th</sup> Institute of Industrial  
Ecological Sciences) International Symposium

### Conference Date and Place

October 7–10, 2004, Kitakyushu, Japan

### Conference Venue

Ramazzini Hall at the University of Occupational and Environmental Health (UOEH)

### Conference Language

The official language of the conference will be English

### Important Deadlines

May 31, 2004 Deadline for receiving abstracts

June 30, 2004 Notification of acceptance of abstracts for conference

July 31, 2004 Early registration

### Tentative Topics (Workshops & oral presentation)

- Effects of computerization
- Hazards evaluation
- Health and health risks of nurses
- Health and health risks of physicians
- Infectious diseases
- Mental health
- Musculoskeletal disorders
- Occupational accidents
- Occupational health services for health care workers
- Organization and management of health care services
- Physical health risks
- Risk for suicide

- Shift work
- Sickness absence and premature take-up of pension
- Terrorism
- Toxicological risks
- Training of health care workers
- Working conditions
- Violence
- Other topics

### Introductory lecture

The importance of occupational health  
Professor Toshiteru Okubo

### Orientation of the conference

The changing working conditions in health care  
Prof. Gustav Wickström

### Conference Secretariat

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URL: <http://www.hcw2004uoeh.jp/>

## Medichem 32nd International Congress

**1–3 September 2004 at the Sofitel Paris Forum Rive Gauche Hotel, Paris, France**

The theme is **“Toward Global Sustainable Best Practices in Chemical Safety & Health.”**

Full details can be obtained at [www.medichem2004.org](http://www.medichem2004.org) or by writing to the Congress: [medichem2004@intoxicon.com](mailto:medichem2004@intoxicon.com).

The Scientific Committee on Occupational Health in the Chemical Industry, Medichem, will hold its 32nd Annual Congress in Paris, France on 1–3 September 2004, in conjunction with the French Society of Toxicology, the French Society of Clinical Toxicology, and the French Society of Occupational Medicine. The focus of this Congress will be the goal of developing better, sustainable methods for protecting workers, communities, and children and the environment from potential chemical hazards worldwide. The Congress will bring together experts from around the world to discuss global occupational and environmental health issues, including chemical safety, chemical terrorism, community preparedness and emergency response, and childhood environmental illness, among others.



## Sixth International Symposium on Biological Monitoring in Occupational & Environmental Health

**8 September 2004 Heidelberg, Germany**

**Organized by University Hospital of Heidelberg, Institute and Outpatient Clinic of Occupational and Social Medicine, Germany**

**Sponsored by the Scientific Committee on Occupational Toxicology, Scientific Committee on Toxicology of Metals, and ICOH**

### Session topics

- Biological markers of exposure
- Biological and biochemical effect monitoring

- Individual susceptibility
- Analysis of metal species
- Genomics, proteomics and bioinformatics
- Quality control and good laboratory practice
- Toxicokinetic modelling

### More information

<http://www.med.uni-heidelberg.de/arbmed/c-home.htm>

## 3rd International Expert Conference on Unemployment and Health

**University of Bremen,  
Germany, September 23–25,  
2004**

**Organised by**  
ICOH SC on Unemployment and  
Health

Prof. Dr. Thomas Kieselbach, University  
of Bremen, Chairman  
Dr. Simo Mannila, STAKES/Helsinki,  
Secretary

**The main themes of the conference  
are:**

- Health situation of the unemployed
- Precarisation of the labour market and the health situation of the employed
- Corporate social responsibility in downsizing
- Unemployment and health as an issue for joint efforts in labour market and health policy

**For further information  
please contact**

Dr. Sabine Mader, assistant to  
the Chairman of the SC  
Email: [icoh@ipg.uni-bremen.de](mailto:icoh@ipg.uni-bremen.de)

## X2004 – Exposure Assessment in a Changing Environment

**June 16–18, 2004, Utrecht University, The Netherlands**

in collaboration with the Dutch Occupational Hygiene Society, TNO and  
Erasmus University. Supported by ICOH and IOHA

The aim of the X2004 is to increase the interchange of experience from occupational exposure assessment research to adjacent disciplines, including environmental exposure assessment, toxicology, epidemiology, genetics, statistics and risk assessment. All aspects of exposure assessment will be covered, that is definitions, measurements, analysis and evaluation.

**Topics:**

Biological exposure, Chemical exposure, Dermal exposure, Noise and vibrations, Physical load, Occupational hygiene, Exposure measurement methodology,

Exposure assessment for epidemiology, Exposure modelling including probabilistic approaches, Self-reports and self-assessment of exposure, Job-exposure matrices, Psychosocial factors, Biomarkers and Genetics, Questionnaires in exposure assessment, Electromagnetic radiation and fields, Peaks and determinants of exposure, Environmental exposure assessment, Air pollution, Microenvironments.

**Local organizers:**

More information at:  
[www.iras.uu.nl/X2004/](http://www.iras.uu.nl/X2004/)



## International Conference on Occupational Health Services 2005

**25–27 January 2005, Marina Congress Center, Helsinki, Finland**

We invite you to the International Conference on Occupational Health Services 2005 to be organized on 25–27 January 2005 in Helsinki, Finland.

The Conference is organized by the Finnish Institute of Occupational Health and the Ministry of Social Affairs and Health, and co-sponsored by World Health Organization, International Labour Office, International Commission on Occupational Health, and Collegium Ramazzini. OHS2005

The aim of the Conference is to discuss the coverage and the relevant contents of occupational health services. This includes the current status of OHS, how the activities are carried out in practice, what are their health and economic impacts, how vulnerable groups and high-risk sectors are taken into consideration, and what kinds of training, education and human resource management are required to provide the services, and to develop them further.

Information, for example, on how to submit an abstract and register as a participant, is now available on Internet at [www.ttl.fi/ohs2005](http://www.ttl.fi/ohs2005).

Deadline for submitting abstracts is 30 September 2004.

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<http://www.ttl.fi/ohs2005>

## International Congress on "Prevention of Reproductive Health from Occupational and Environmental Risk Factors" (PROERF)

**to be held in Volgograd, Russia June 29 to July 1, 2004**

under the auspices of the **ICOH Scientific Committee on Reproductive Hazards in the Workplace**

### Organized by:

Public Health Ministry of the Russian Federation (RF)

Russian Academy of Medical Sciences (RAMS)

Administration of the Volgograd Region  
Research Institute of Occupational Health (RAMS), WHO Collaborating Center on Occupational Health

Research Council "Medical and Environmental Problems of the Workers Health"

Volgograd Medical University

Volgograd Scientific Center of the Russian Academy of Sciences

Volgograd Region Administration Health Committee

Volgograd Region Administration Natural Resource Committee

Volgograd Administration Health Committee

Volgograd Region Sanitary Inspection Center

### Scientific topics of the congress:

- Reproductive health of the population
- Reproductive health of people of high risk professions
- Health of children and adolescents living in urban areas
- Role of social factors in promoting

and improving reproductive health of the population

- Research works in the field of epidemiology and clinical evidence in risk control
- Legal items of protection of reproductive health of people
- New pharmaceutical preparations and medical products, their application in prevention and managing occupational and environmentally-conditioned diseases.

Please send your abstract by 10 April 2004 (2 pages).

### For participation and information please contact:

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## Message du Président

La fin du premier quart de l'année 2004 nous a déjà montré son cours dramatique. Le 11 mars 2004, il y a eu près de 200 morts et plus de 1500 blessés lors d'une attaque terroriste contre des civils innocents allant au travail, à l'école ou à l'université. Nous exprimons toutes nos condoléances pour la perte et le grand deuil des familles, collègues et amis des victimes. Nous nous opposons fortement à une action aussi atroce. Elle va à l'encontre de la mission de la CIST qui dirige vers une meilleure santé et sécurité des travailleurs ainsi que vers la recherche de conditions de travail plus optimales.

Nous débutons la deuxième année de la période triennale et nous nous préparons activement pour la réunion de mi-parcours de la CIST qui aura lieu lors de la Conférence OHS2005 à Helsinki à la fin du mois de janvier 2005. L'agenda de la réunion sera très chargé ; il comprendra les nombreux rapports de mi-parcours des Comités Scientifiques et des différents groupes de Travail, l'évaluation des objectifs stratégiques triennaux, l'analyse de la situation économique de mi-parcours, l'ébauche d'un agenda pour l'Assemblée Générale 2006 ainsi que de nombreux autres sujets.

Plusieurs Comités Scientifiques ont déjà débuté quelques activités tandis que d'autres ont été moins productifs. Maintenant c'est le tout dernier moment pour agir afin de pouvoir présenter un rapport en janvier 2005.

L'Assemblée Générale à Iguassu avait posé la question de l'affiliation à la CIST compte tenu de la diminution des membres pendant plusieurs années. Il y a plusieurs raisons pour une telle évolution. D'une part, comme l'âge moyen de nos membres est relativement élevé, les départs dépassent l'arrivée de nouveaux adhérents. D'autre part, les actuelles tendances globales dans le domaine de santé au travail sont moins favorables à cau-

se de la restructuration des entreprises, de l'externalisation et de la fragmentation des services.

Parmi les objectifs stratégiques triennaux figurent l'augmentation du nombre de membres ainsi que le recrutement de jeunes adhérents. Le Secrétaire Général de la CIST et le Premier Vice Président ont pris de nouvelles mesures afin d'accroître le nombre d'adhésion à notre organisation. Malgré des tendances globales peu favorables, les résultats sont encourageants. Les actions initiées lors du Congrès d'Iguassu ont déjà apporté des douzaines de nouveaux membres à la CIST. La cotisation réduite permettra probablement aux personnes venant de pays en voie de développement ou en voie de transition ayant un P.N.B. bas par habitant d'adhérer à la CIST.

La situation économique de la CIST a toujours été réduite car seulement deux sources de revenus sont disponibles : les cotisations et les bénéfices des Congrès triennaux. Le budget doit être rigoureusement tenu afin que sa base financière soit solide et stable. Malheureusement, les possibilités de subventionner les Comités Scientifiques sont plutôt limités.

Notre situation économique serait beaucoup plus équilibrée si les cotisations étaient réglées à temps. Bien que la majorité des membres les ont payés, il y a plusieurs membres qui ne sont pas encore en règle un an après l'envoi de la première facture. Je les prie instamment de régler la cotisation due car la capacité opérationnelle de la CIST et la balance du budget dépendent d'une façon essentielle de ces revenus. Même si quelques critiques ont été exprimées concernant le coût des cotisations, calculées sur une base annuelle, elles ne sont guère élevées. La cotisation nette est encore plus basse si l'on tient compte des avantages dont des inscriptions moins coûteuses lors des Congrès et des publications moins chères.

La division de la cotisation en trois parties rendrait son règlement sans doute moins contraignant, mais triplerait en même temps les coûts pour la CIST.

Dans une organisation très décentralisée comme la CIST, les activités sont guidées par, les Statuts, le Règlement et le Code International d'Ethique. Dans nos activités quotidiennes, nous sommes pourtant confrontés à des questions qui ne sont pas suffisamment guidées par ces documents. En cela, les lignes directrices concernant les bonnes pratiques associatives ont été constatées indispensables et sont en préparation. Nous espérons que le tout sera achevé pour la réunion de mi-parcours.

Dans le monde d'aujourd'hui, il y a très peu d'organisations et d'experts qui sont prêts à faire des efforts pour rendre leurs savoirs disponibles afin de développer de meilleures conditions de travail. Puis-je souhaiter pour les membres de la CIST beaucoup de succès dans leurs activités quotidiennes.

## Réunion du Bureau de la CIST les 23 et 24 janvier 2004

Le Bureau de la CIST a eu sa deuxième réunion, après le Congrès à Iguassu, les 23 et 24 janvier 2004 à Strasbourg en France. De nombreuses questions d'ordre administrative et professionnelle ont été traitées lors de cette réunion dont quelques-unes sont énumérées ci-dessous :

### Adhésion à la CIST

Le besoin de resserrer les liens entre les présents membres et d'attirer de nouveaux membres à la CIST fut une des questions à l'ordre du jour. Un rappel à ce sujet a été envoyé aux Secrétaires nationaux en mars 2004.

Un des problèmes de la CIST est l'augmentation de l'âge moyen des membres. Le groupe de Travail qui oeuvre pour de nouvelles adhésions est en train

de rédiger un plan d'action qui sera discuté lors de la prochaine réunion du Bureau et présenté par la suite au Conseil d'administration.

Une fois finie, les résultats de la campagne de recrutement seront publiés dans le bulletin de la CIST et sur les pages web.

## Code International d'Éthique

Le Secrétariat a envoyé à tous les membres une copie du Code International d'Éthique de la CIST qui est maintenant disponible sur papier en français et en anglais. Sa traduction en espagnol est vivement souhaitée.

## Lignes directrices de la CIST

Lors de sa réunion, le Bureau a constaté de la nécessité des lignes directrices suivantes :

- lignes directrices pour les Comités Scientifiques,
- lignes directrices pour les Secrétaires nationaux,
- lignes directrices sur la publication au sein de la CIST,
- lignes directrices sur le remboursement des coûts de voyage,
- lignes directrices sur l'organisation de réunions de la CIST en plus de Congrès triennaux.

Ces lignes directrices seront préparées au cours des années 2004 et 2005.

## Journée de la santé au travail

Le Bureau a décidé de continuer la discussion sur le soutien de la CIST lors de la Journée de la santé au travail qui se tiendra sur la proposition de l'OIT et l'OMS le 28 avril 2004.

## Restructuration organisationnelle, absences pour maladie et mortalité

Depuis la récession subie par la plupart des pays industrialisés au cours des années 90, nos connaissances se sont accumulées, sur l'évidence des risques de santé liés à la restructuration des entreprises. Une des premières études dans ce domaine a été conduite parmi les employées municipales de la ville de Raisio en Finlande. Cette étude a indiqué que

le risque de problèmes de santé était au moins deux fois plus grand après une restructuration. La moitié de ce risque supplémentaire était attribuée à un niveau du stress plus élevé.

La nouvelle évidence de l'étude finlandaise portant sur dix villes a été publiée en mars 2004 dans le « British Medical Journal ». Cette étude, basée sur le suivi de 22.430 employés pendant 7,5 ans, a démontré que le risque de mortalité lié à une maladie cardiovasculaire qui était deux fois plus grand après une restructuration parmi les personnes qui sont restées au travail. Le lien était plus fort pendant les premières années, qui ont suivi les réductions du personnel. Aucune évidence n'a été trouvée par association entre la restructuration et la mortalité pour d'autres facteurs.

Les résultats devraient être interprétés sous l'angle du stress au travail. La restructuration est l'occasion qui permet d'observer les effets de santé provoqués par les changements dans l'environnement de travail psychologique sans que soient apportés des changements dans les conditions matérielles.

L'étude a été réalisée, auprès des employés municipaux, dans dix villes finlandaises aux prises avec une forte récession. Les communes étaient obligées de réduire le personnel pour diminuer les coûts mais la législation ne permettait pas de faire de telles restructurations dans les services. Ainsi les employés restants ont eu plus de pression et un niveau d'insécurité plus élevé et avaient moins de possibilités d'influence sur leur travail. De tels changements augmentent la probabilité du stress au travail, ce qui peut déclencher une maladie cardiovasculaire fatale et constituer un facteur prévisionnel chez ceux qui ont une maladie cardiovasculaire préexistante.

Comme les attentes pour une croissance économique constante ont quasi disparu dans les pays industrialisés avec l'arrivée de l'économie globale, la restructuration est devenue une tendance importante. Les données disponibles indiquent que la restructuration peut conduire non seulement à un taux élevé d'absences pour maladie mais aussi augmenter la mortalité cardiovasculaire

parmi ceux qui restent au travail. Les dirigeants, les employeurs et les professionnels de la santé au travail devraient reconnaître que la restructuration peut présenter un risque considérable pour la santé.

## Référence

Vahtera J, Kivimäki M, Pentti J, Linna A, Virtanen M, Virtanen P, Ferrie JE. Organisational downsizing, sickness absence and mortality: the 10-Town prospective cohort study. *British Medical Journal* 2004; 328:555–557.

## Les pages Internet de la CIST

La maquette et la structure des pages Internet de la CIST, [www.icoh.org.sg](http://www.icoh.org.sg), vont être légèrement modifiées. Pourtant tous les sujets pour lesquels vous êtes habitués de trouver sur ledit site seront maintenus.

Les Bureau de la CIST et le groupe du Travail sur l'Information ont encouragé les Comités Scientifiques à créer leurs sites Internet qui seront connectés au site de la CIST. Certains Comités Scientifiques ont déjà leurs sites Internet qui peuvent être accédés en passant par celui de la CIST.

## Diaporama de la CIST

Pour faciliter la campagne de recrutement de nouveaux membres, la CIST a préparé une présentation sur Power Point pour décrire la mission, la vision, les tâches et les avantages d'être membre de la CIST. Les secrétaires nationaux sont encouragés à utiliser la présentation, leurs tâches étant de fournir des informations sur la CIST et d'y recruter de nouveaux adhérents. Toute personne s'intéressant à l'histoire et aux activités de la CIST pourra bientôt jeter un coup d'œil sur la présentation à l'adresse : [www.icoh.org.sg/](http://www.icoh.org.sg/).

# New ICOH Members

Noela Eddington, Australia	Okon Otu Akiba, Nnpc-Nigerian National Petroleum Corp., Nigeria
Robert Winker, Austria	Salman Akhtur, Unilever Pakistan Ltd, Pakistan
Emilia Hristova Ivanovich, National Centre of Hygiene, Bulgaria	Elizabeth Barba Ortega, Elidensa Occupational Health Services, Peru
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## Publishing dates for the ICOH Newsletter in 2004

2/2004 15 August 2004  
3/2004 15 December 2004

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