IOHA NEWSLETTER – JANUARY 2005 – Vol 13 No 1

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Letter from the Editor

Dear Colleagues,

As I write this, we are still under the shock of the terrible tragedy in Asia. Many of our colleagues, institutions and member associations have volunteered to help, which is greatly appreciated.

When something like this happens, all of us, including decision makers at higher levels, are all terribly shocked and moved into immediate action, which is admirable. It is devastating to see more than 200,000 casualties at once. Nevertheless, our compassion should not be kept for occasions when huge numbers in the news terrify us. The ILO global estimate for work-related deaths is over 2 million per year! For the year of 2003, the ILO official estimate is: 2,328,934 (and we know that not all are accounted for). Although quick communications could have prevented thousands of deaths, there is no way to prevent an earthquake, a tsunami or any other natural disaster. However, the cause of these 2 million deaths a year can, in their great majority, be prevented by action that would cost much less than the economic losses they cause. Why do not decision makers awake to the terrible reality of occupational injuries ? Are we, as professionals fully aware of the problem and its possible solutions, doing enough in spreading this knowledge? Should we do more? What can we do about it? This is the time for New Year's resolutions – how can we improve ours to encompass this "crusade"?

In any case, let's continue to work together, with the aim of stopping the huge wave of occupational risk factors looming over billions of workers around the world.

I would like to draw your attention to the World Day for Safety and Health at Work, now celebrated by the ILO on the 28th of April every year. Mandated by the International Labour Conference to develop new advocacy tools to promote occupational safety and health, the ILO encourages its field offices and constituents to work together to put on a variety of events to mark this important day. The ILO/WHO Joint Committee on Occupational Health also endorsed the World Day in its meeting of December 2003 and WHO has been increasingly involved in its preparation. Both the ILO and WHO urge professional organizations, particularly IOHA, to join in the World Day activities. Details are given in an article provided by the ILO for this issue and it is hoped that all of you will bring up this subject within your national associations. As we all know, there is a great need to bring occupational health and safety to the attention of decision makers, at all levels, and this effort will definitely help.

In order to enhance prevention, obstacles to its application should be gradually removed. Simpler approaches, whenever applicable, can increase many-fold the number of preventive interventions, therefore WHO and the ILO under the auspices of IPCS continue to promote the application of the International Chemical Control Toolkit in developing countries and an example from Brazil is presented in this issue.

It is still time to wish to all of you a 2005 full of Peace, Health, Happiness and professional achievements.

Thank you and best greetings.

Berenice I. F. Goelzer
Editor
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News from Member Associations

Japan Association for Working Environment Measurement (JAWE)
Japan Occupational Hygiene Association (JOHA)

Joint Conference and Exhibition on Occupational Hygiene and Working Environment Measurement 2004, Tokyo, Japan, November 2004

The Japan Association for Working Environment Measurement (JAWE) and the Japan Occupational Hygiene Association (JOHA) held their "Joint Conference and Exhibition on Occupational Hygiene and Working Environment Measurement 2004 in Tokyo", 17-19 November, 2004. In addition, the 25th Anniversary Commemorative Ceremony of JAWE was held in the afternoon of the second day of the Joint Conference, on 18th November.

The Joint Conference and Exhibition 2004 in Tokyo consisted of four parts, namely presentations, commemorative lecture of 25th Anniversary of JAWE, symposium and exhibition.

There were 62 scientific presentations, including a presentation from the National Institute for Occupational Safety and Health, USA, as well as 12 manufacturers' presentations. The scientific presentations reported on research of occupational hygiene and working environment measurement such as samplings, analyses, evaluations of working environment measurement of dust, crystalline silica, asbestos, organic solvents, metals, specified chemical substances and others, as well as techniques of the local ventilation of welding fume, catalytic decomposition of toxic gas using complex compounds including TiO_2 as a photo-catalyser and others.

The manufactures' exhibits presented new analytical instruments and apparatus such as new types of particle size-selective sampling apparatus, sampling pumps, detector tubes, and new personal computer systems in order to design local exhaust ventilation systems, as well as personal protective equipments.

In the 25th Anniversary Commemorative Ceremony of JAWE, Mr. Kunioki Kubo, Chairman of JAWE, Senior Vice President of JFE Steel Corporation addressed the Commemorative Speech, in the presence of many distinguished guests including Dr. Seiichi Oda, Director General, Department of Industrial Safety and Health, Labour Standards Bureau, Ministry of Health, Labour and Welfare, Japan as well as Mr. Kazuo Hiromi, President of Japan Industrial Safety and Health Association

After the Commemorative Address by Mr. Kunioki Kubo as well as the Congratulatory Address by Dr. Seiichi Oda, Mr. Kunioki Kubo, as the Chairman of JAWE, granted the Awards of Diligence in the field of work environment control to five industrial hygienists in the field of working environment measurement, who produced excellent achievements regarding work environment control, and also, he presented his letters of gratitude to 38 persons who contributed greatly to the activities of JAWE.

Mr. Kunioki Kubo

On 19 November (the third day of the Joint Conference), Dr. Haruhiko Sakurai - Professor Emeritus of Keio University and also Chairman of the Subcommittee on Occupational Safety and Health of the Labour Policy Council, Ministry of Health, Labour and Welfare, Japan - addressed the Commemorative Lecture, entitled "Present Status and Future Development on Risk Assessment and Risk Management of Chemical Substances in International and Domestic Community".

The symposium theme was “The Present Status and Problems regarding Measurement and Evaluation of the Working Environment in order to Improve Control of the Working Environment”.

The Joint Conference was attended by more than 200 participants, as well as guests including from the Headquarters of the Ministries of Health, Labour and Welfare.

The next Joint Conference on Occupational Hygiene and Working Environment Measurement will be held in Takamatsu City, located in Shikoku District of Japan, in November 2005.

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IOHA - EU Cooperation on Workplace Safety and Health

Joint EU - IOHA Website - http://eu.ioha.net

The International Occupational Hygiene Association and the European Agency for Safety and Health at Work are working together to promote sharing of information on current safety and health topics of common interest. The new web site at http://eu.ioha.net links to information available at the main IOHA site and to the Agency's network of European and Global OSH websites with information on key areas such as legislation, research, good practice and training.

The European Agency for Safety and Health at Work is a network organization and it has built up a network of websites which can give practical information for creating safe, healthy and productive workplaces and to promote quality at work.

Creating a safer and healthier working environment in Europe lies beyond the resources and expertise of a single country or institution. That's why the European Agency for Safety and Health at Work was set up by the European Union: to bring together and share the region's vast reservoir of knowledge and information on OSH-related issues and preventive measures.

Since its start-up in 1997, the Agency's information network has grown to include not only EU Member States, but also the EU candidate countries and EFTA countries. At the same time international organizations as well as leading OSH organizations from outside the EU have joined the network, and together have created a global information portal.

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Globally Harmonized System of Classification and Labelling of Chemicals (GHS)

Training and Capacity Building Programme for Implementation of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS)

In response to growing requests from countries for GHS-related capacity building, UNITAR and the ILO initiated, in 2001, a Training and Capacity Building Programme for Implementation of the GHS. The Globally Harmonized System of Classification and Labelling of Chemicals (GHS) is a new internationally-agreed tool for chemical hazard communication, incorporating harmonized chemical hazard classification criteria and provisions for

standardized labels and safety data sheets. Building upon existing initiatives of international organizations, countries and others, the UNITAR/ILO programme provides guidance documents, educational, awareness-raising, resource and training materials regarding the new System. Relevant topics include legislation, situation/gap analyses, chemical hazards, labelling, safety data sheets, as well as related support measures such as comprehensibility testing. UNITAR/ILO are the designated focal point for capacity building in the UN ECOSOC Subcommittee of Experts on the GHS (SCEGHS).

More information can be found at the sites: http://www.unitar.org/cwm/b/hc/
and http://www.unece.org/trans/doc/2004/ac10c4/UN-SCEGHS-08-inf31e.doc

The second in the series of UNITAR/ILO regional GHS workshops was the **"South America Sub-regional Workshop on Chemical Hazard Communication and GHS Implementation"**, which took place in São Paulo (at FUNDACENTRO), Brazil, from 29 November to 2 December 2004.

This workshop was held with support from the GTZ (Germany), the US Department of State, the Society for Chemical Hazard Communication (SCHC), and hosted by the Government of Brazil (FUNDACENTRO is the central occupational health and safety institute in Brazil, under the Ministry of Labour and Employment). Over 60 representatives from ten countries of the Mercosur and Andean Community regions, along with other stakeholders, participated and developed recommendations for action towards GHS implementation at the national and regional levels. A report of the workshop will be available in early 2005. The main recommendations will also be posted on the next issue of this Newsletter.

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News from WHO

Participation in the GHS Workshop in Brazil

In the above mentioned "South America Sub-regional Workshop on Chemical Hazard Communication and GHS Implementation", WHO was represented by Berenice Goelzer, who gave a talk entitled "International Chemical Control Toolkit: a practical application of the GHS", presenting the methodology and linking it to the GHS.

Why can we say that the International Chemical Control Toolkit (ICCT) is a "practical application" of the GHS ? The ICCT is a tool that helps in the decision-making process as to preventing/controlling exposure to chemicals. It gives guidance, based on information concerning the degree of exposure that can be expected and the health significance of this exposure. A critical step is to establish the potential risk. If the risk factor is attributed to the wrong hazard group, the resulting recommendation will be incorrect. No conclusion is better than the information it is based on. As the saying goes: "No chain is stronger than its weakest link". In order to successfully apply pragmatic approaches, such as the Chemical Toolkit, it is essential that a reliable hazard classification system be accepted and adopted (which has not yet been done in many countries).

The importance of having a Globally Harmonized System of Classification and Labelling of Chemicals is obvious and international work on this has been going on for a long time.

During the Conference RIO 92, Agenda 21 was developed and, in the action programme, under Chapter 19, the need for "harmonization of classification and labelling of chemicals" was emphasized. Although 10 years after RIO 92, it is fortunate that the goal of having agreement on "a globally harmonised hazard classification and compatible labelling system (GHS), including material safety data sheets and easily understandable symbols…" was finally achieved in December 2002. However, the tremendous task of its implementation at the country level still lies ahead and efforts such as the above mentioned workshop are of fundamental importance particularly because countries in the same Region can work out practical aspects and join efforts.

If we are "by 2020, to use and produce chemicals in ways that do not lead to significant adverse effects on human health and the environment" (as decided at the *World Summit on Sustainable Development,* held in Johannesburg, 2002), it is essential that countries implement the new globally harmonized system for the classification and labelling of chemicals as soon as possible, with a view to having the system fully operational by 2008 (at least)." All international efforts in this respect are extremely valuable. And, the use of the International Chemical Control Toolkit is definitely dependent on the existence of a reliable hazard classification system at the country level.

Update on the International Chemical Control Toolkit (Control Banding)

Activity in Brazil: Meeting on Pragmatic Approaches in Occupational Health

This meeting was held as a joint activity FUNDACENTRO/WHO, in São Paulo (at FUNDACENTRO Headquarters), Brazil, on 2 December 2004, with the participation of about 60 professionals in occupational hygiene, medicine and safety. The responsible officers for this event were: Arline Abel Arcuri (Technical Director of FUNDACENTRO), for FUNDACENTRO, and Berenice Goelzer, for WHO.

The objectives of this event were to introduce the concept of the "International Chemical Control Toolkit - ICCT (ex-Control Banding)" to a group of occupational health and safety professionals and to discuss its usefulness and applicability in SMEs in Brazil, as well as to appreciate the first draft of a Brazilian Pilot Project on this subject (prepared at the IPCS/WHO meeting in Utrecht, June 2004, mentioned in the last issue of this Newsletter).

During the São Paulo meeting, a discussion group was established for further discussions on the Pilot Project via e-mail. A representative from the Ministry of Labour and Employment (Roque Puiatti) participated and expressed the interest of the Ministry in pursuing the implementation of this kind of approach, in order to expand the scope of preventive action, particularly concerning SMEs that, at the moment, very seldom have capabilities to apply classic occupational hygiene methodology (including quantitative exposure assessment).

The main Conclusions of the Meeting were the following:

- There was consensus as to the usefulness and applicability of the International Chemical Control Toolkit in Brazil.

- There is a need for a Pilot Project, under the leadership of FUNDACENTRO and involving other organizations with interest in small industries, for example: SEBRAE

(*Serviço Brasileiro de Apoio às Micro e Pequenas Empresas* - "Brazilian Service for Support to Micro and Small Enterprises"), SESI ("Social Service for Industry"), relevant Ministries, Trade Unions, occupational health associations and universities, as well as representatives from small enterprises (in the selected branches). Establishment of these partnerships must be pursued. It should be mentioned that this Pilot Project has already been included in the FUNDACENTRO Work Plan for 2005, and that a focal point has also been assigned to this particular activity. FUNDACENTRO, a WHO Collaborating Centre for Occupational Health, has excellent facilities and laboratories, as well as experienced staff in all areas of occupational health and safety.

- The basic idea for the Pilot Project, as elaborated in Utrecht* (and presented by Arline Arcuri), was accepted and a number of participants volunteered to collaborate in working out the practical details for its implementation, including the identification of additional required resources (human and financial).

  * *N.B. – The proposal from the Brazilian Sub-group at the Utrecht meeting can be found in the Report from the Utrecht Meeting, available online at both the IOHA and ILO sites, as follows:*
  http://www.ioha.net/content/view/14/
  http://www.ilo.org/public/english/protection/safework/ctrl_banding/index.htm

- For the pilot study in Brazil, two or three branches of small industries should be selected among the following: foundries and electroplating (for process-specific guidance); shoe and furniture manufacturing, pesticide formulation, paint recycling (for more generic "control banding").

- It is necessary to elaborate a mechanism to reach the SMEs (e.g., mailing, suppliers, visits, official data banks).

- It is necessary to identify and elaborate a strategy to meet the training needs for the implementation of the Chemical Toolkit.

- The International Chemical Control Toolkit methodology and selected control guidance sheets have to be translated into Portuguese. The available solutions must also be studied and eventually adapted by Brazilian occupational hygiene professionals. Moreover, new specific control guidance sheets, suitable for the Brazilian context and local conditions, have to be developed (in fact, this ties up well with the proposed WHO Data Base on Solutions, which was also presented and discussed at this meeting in São Paulo, and found very useful).

- There is an urgent need for the official adoption of a hazard classification system in Brazil (in fact, work is going on for the implementation of the GHS).

- As discussed in Utrecht, the Toolkit needs to be put into the context of a broader framework of occupational health, considering different aspects of working conditions and hazards, and various levels of intervention.

It is expected that this Pilot Project will demonstrate the usefulness of the ICCT in Brazil and that this experience will serve as a model to be repeated in other countries. Further information may be obtained from Berenice Goelzer (berenice@goelzer.net) or Arline Arcuri (arline@fundacentro.gov.br).

Update on Data Bases on Control Solutions

The work concerning the WHO Data Base continues and, as requested on the previous Newsletter, your ideas and suggestions are very much welcome.

The good news is that NIOSH has undertaken a project to develop a database of workplace solutions; the project officer is Rick Niemeier. The site is being co-designed by the Center to Protect Workers' Rights and NIOSH through a collaborative partnership. The focal point at CPWR is James W. Platner. CPWR is concentrating on the construction industry. NIOSH is harvesting general industry solutions. The web site will include the master site for presentation of workplace solutions, an administrative site for adding/tracking/changing the solutions, and a peer review site for on-line electronic peer review. There are plans to include a user feedback and rating scheme as suggested by the NORA Intervention Effectiveness Team, also closely involved in this important effort. The site will also include the possibility to submit new workplace solutions. The core of the site will include the SolBase database, the Australian database solutions, solutions based on NIOSH engineering control materials, agriculture solutions, and eventually others. Efforts to incorporate the HSE COSHH Essentials Guidance Sheets are underway.

As very well pointed out by Jim Platner, a problem for a WHO, or any data base intended for global use, is that actual work processes can vary appreciably in different parts of the world (in fact, this may happen even within the same country), and some of the solutions may not be appropriate or may require equipment (or infrastructure) that is not easily available in some places. It may also happen that simple controls, which would be seen as insufficient by some reviewers, might be a good first step in certain cases.

My opinion (B. Goelzer) is that the dissemination of preventive knowledge, as well as examples of its application for as many types of operations and workplaces as possible, is extremely useful; ideas for control should definitely be shared worldwide. However, very seldom, “ready-made” solutions designed in a developed country can be directly applied in a small workplace in a developing country by a “non-professional” in OH. Therefore, an international database on preventive solutions should be aimed at OH professionals, able to appreciate their value for local application and able to adapt them to local conditions, if needed (and then disseminated locally). “Adapted” solutions would be a valuable feed-back to the Data Base. In any case, this topic is open for discussion; interested readers are kindly requested to give their opinion (please, send your comments to: berenice@goelzer.net).
You may also wish to contact NIOSH and CPWR directly, in order to obtain further information on their project:
NIOSH: Rick Niemeier, Education and Information Division, E-mail: rwn1@cdc.gov
CPWR: James W. Platner, Associate Director, E-mail: JPlatner@cpwr.com

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News from the ILO

ILO World Day for Safety and Health at Work 2005

By Joannah Caborn, International Labour Office, Geneva caborn@ilo.org

Advocacy to raise awareness about safe and unsafe practices and the need to move occupational safety and health up the political agenda is a key tool in the ILO's response to the changing face of occupational safety and health. World Day for Safety and Health at Work is a major component of the ILO's efforts to raise the profile of occupational safety and health by motivating both leaders and workers to highlight the importance of a safety culture on 28th April, and to work on a making a safety culture a reality during the rest of the year.

The over-arching theme in 2005 continues to be creating and maintaining a safety and health culture. This year the emphasis is on prevention. The old adage has for years held that an ounce of prevention is worth a pound of treatment, and the ILO is working with governments, employers and workers to put this profound recognition into practice. It requires a great deal of foresight and commitment to achieve this. One must anticipate where the hazards are, assess the risks and act before the accident happens or the illness has been contracted. The benefits, however, are manifestly worth it.

This year's themes therefore are:

1. Safety and health culture (overarching theme)
2. Prevention (main emphasis within overarching theme)
3. Construction safety (subtheme)
4. Younger and older workers (sub theme)

The definition of a **safety and health culture** is one in which the right to a safe and healthy working environment is respected at all levels. It is one where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of **prevention** is accorded the highest priority. Building and maintaining a preventative safety and health culture requires making use of all available means to increase general awareness, knowledge and understanding of the concepts of hazards and risks and how they may be prevented or controlled.

Construction safety is a significant area because, while this sector generates much employment, it is also where more than its fair share of accidents, particularly fatal accidents, takes place. The work is dangerous because it may often include working at heights (on scaffolding, gangways, ladders, roofs), excavation work (explosives, earth-moving machines), and using lifting materials (cranes, hoists). These dangers can largely be avoided by good planning and co-ordination, for example making sure there are sufficient skilled workers and the appropriate tools and equipment at the right place at the right time. Preventive measures include signaling, developing and implementing safety procedures, personal protective equipment (where other means of protection are not available), training, first aid, and also cover welfare facilities such as drinking water and sanitary facilities.

Youth at work tends to suffer disproportionately from workplace accidents and diseases. Faced with high demands and little control (i.e. being highly stressed), yet wanting to please and wanting peer approval (wanting to be "cool") at the same time, means that young people may tend to disregard safety measures. Often they are simply not aware of those safety measures and do not yet have the experience to recognize or avoid potential danger.

Older people at work face different risks. While in most occupations they tend to have fewer accidents, they need longer to recover than younger people from injury or work-related illness. Any diseases which build up over time will manifest themselves after a certain age. What older workers may lose in strength, balance and flexibility for physical work is often made up for by higher accuracy than younger workers. So accommodation is called for to profit from the valuable skills and competencies older workers have. Preventing discrimination against older workers is also vital. In mental work, there may be a loss of the ability to deal with multiple stimuli in a busy work environment, but there is a net gain in experience and ability to make the right decision the first time round.

Please, see the following ILO website ("events" in 2004, and "national observances" in 2003) for examples of activities in the past. Direct link: www.ilo.org/safework/safeday

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News from the EU

Quality of the Working Environment and Productivity *(sent by Kurt Leichnitz)*

The European Agency for Safety and Health at Work had launched an information project on "Workers' Safety and Health, Productivity and Quality" in 2003. The project outcome has been compiled in a working paper, entitled "Quality of the Working Environment and Productivity", which consists of a literature survey and case studies collected from EU Member States.

The purpose of the working paper is to look at the link between a good working environment and productivity. A better understanding of positive effects of a good working environment would support the implementation of effective health and safety policy at company level. It would complement the set of rules and regulations with a significant parameter that is directly linked to the intrinsic motivation of a company. Companies need to be convinced that making OSH objectives their own and integrating them into their own company objectives is worth the effort.

The paper aims to:

- explore the research findings on the relationship between a good working environment and company productivity;
- exchange good practice examples at company level among Member States;
- contribute to the discussion on the relationship between a good working environment and company productivity by providing new perspectives.

However, the economic approach to health and safety at company level cannot replace the value of the human requirements. Health and safety is part of the social and ethical role of a company. A company policy cannot only be based on economic parameters. It is difficult or even impossible to evaluate qualitative costs such as suffering, reduction in the quality of life, family problems, decrease of lifespan, and so on, in monetary terms.

The findings support the existence of an important link between a good working environment and the performance of a company. Thus, the quality of a working environment has a strong influence on the productivity and profitability.

A number of success factors have been identified:

- combining business targets and human resources activities, in order to achieve better results;
- taking a wider approach to health promotion to include not only health conditions but also employee attitudes and corporate culture;
- using OSH improvement programmes, as they seem to provide better results than
- implementing only specific prevention measures;
- including technical innovations and organisational improvements;
- carrying out measurement and evaluation.

Demonstrating return on investment, both prospectively and retrospectively, is needed. On the other hand, it was discovered that poor OSH performance can lead to a competitive disadvantage impairing the firm's status among stakeholders. This is a motivating factor to company management to invest in OSH. Stress prevention was found not only to reduce costs but also to improve productivity by improving the motivation of staff and the working climate.

This paper also presents a number of methods, strategies, tools, and so forth, that can be useful when implementing an efficient health and safety policy. A successful policy at company level will have positive effects on the level of individual workers as well as on their families, on their social networks and on the whole of society.

Many companies are still unaware of the economic aspects of occupational safety and health. Nevertheless, company management concepts have changed to such a degree that company performance is not only measured in financial terms, but other aspects such as the customer, internal business, innovation and learning factors are also taken into consideration. This provides possibilities for identifying health and safety as important business enablers that can push companies to better performance.

The paper demonstrates that health and safety measures have a positive impact not only on safety and health performance but also on company productivity. However, identifying and quantifying these effects is not always straightforward. In addition, although experience shows that in many cases proof of profitability can be given, it might be rather difficult in a certain number of cases to develop solid evidence. This might be the case when some of the important consequences of health and safety risks can be externalised (e.g. hazards with long-term effects), thus putting a strain on society and not immediately on the company.

Safety and health of workers is a moral responsibility within our society and cannot depend solely on productivity criteria within a particular company. This responsibility fits into the broader concept of the performance of a company. The final evaluation concerns not only the short term, but is more an issue of the long term.

Based on the findings of this study it is strongly recommended to research these topics in the future. When integrating occupational safety and health in everyday management of the

company it is possible to find win-win situations where workers' safety and health and productivity of the company can be improved.

This working paper, published by the Office for Official Publications of the European Communities (Luxembourg, 2004, ISBN 92-9191-074-0) is available online, in full, at: http://agency.osha.eu.int/publications/reports/211/en/Quality_Productivity.PDF

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IOHA Scientific Conference

The date for the next IOHA Scientific Conference is approaching, so here goes a reminder !

International Occupational Hygiene Association (IOHA) 6th International Scientific Conference, 19-23 September 2005
Pilanesberg National Park, North West Province, South Africa

Theme: Promoting Occupational Hygiene in Africa and Globally

Topics for the Scientific Sessions/Papers:
Agriculture; Asbestos; Biological Monitoring; Environmental Issues/ Management; Ergonomics; Exposure Assessment Strategies; Gender; Human Behaviour, Shiftwork and Stress Management; Informal Sector; Manufacturing; Mining; National Exposure Databases; New Developments in Occupational Hygiene; Occupational Health and Safety (OHS) Management Systems; Personal Protective Equipment (PPE); Physical Agents - Heat and Lighting; Noise and Vibration; Silicosis.

A number of important meetings/events are taking place to coincide with IOHA 2005. A planning meeting of the WHO Collaborating Centres in Occupational Health will take place in the Pilanesberg the weekend before IOHA 2005. The 4th Meeting of the ISO Technical Committee 146 Sub Committee 2 (Workplace Atmospheres) Working Group 6 on Silica will be held in Johannesburg the week before IOHA 2005. The Third International Control Banding Workshop (3ICBW) takes place at IOHA 2005. The Fourth International Cyberspace Conference on Ergonomics, CybErg'2005 "Meeting Diversity in Cyber/Online Ergonomics", is hosted from South Africa 15 September - 15 October 2005.

Direct Link to the Online Registration Form:
http://www.saioh.org/ioha2005/Publications/IOHA2005RegistrationForm.pdf

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