

6 Janvier 1988

Docteur K. Kogi
Chef du Service d'Hygiène et
de Sécurité du Travail
Bureau International du Travail
Case postale 500
CH-1211 GENEVE 22 Suisse

Dear friend,

The best gift I have received for Christmas is certainly your nomination at Geneva. I am extremely happy for yourself : at the end ILO recognize your importance. I am happy for the world workers for I am sure that your action will change many things in many countries.

I know that my help for this new position will be very limited. I am always overloaded and I am now 64 and it is too old for ILO, though I will probably remain active Professor till 93. But if you think it is useful, I can transmit quite a few things I know about other parts of the world : Europe of course but mainly Africa and Latin America. In 87, I have been in Senegal to help on brilliant student M. Arona Aw, I have taught one month in Argentina and I had an interesting mission of 2 weeks in Brasil where we shall try to build a Ph. D. teaching in Ergonomics.

Anyway, I imagine that you shall be first overloaded by all the things you have to learn there and that you shall have time only later. But you know that I don't need ILO money if you think that I can be useful for a consultation in Geneva.

With my warmest support. Happy new year.

Truly yours.

A. Wisner



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Réf. BIT/ILO

Votre réf.

Professor A. Wisner
Conservatoire national des arts
et métiers
41, rue Gay-Lussac
75005 Paris
France

12.2.1991

Dear Friend,

Thank you for your letter of 23 January 1991 concerning the ILO publication on anthropometric data.

I fully understand your concern regarding the circumstances you referred to in your letter. The kind of reaction you received from the authors of the publication also surprised me. I very much regret that we could not prevent such a development and that we could not contribute to a constructive dialogue. I must apologise for sending to the authors a copy of your letter to me.

As you know, the publication by the ILO of the English version was undertaken following the publication of the original book in Germany. That edition was intended for a broader audience. According to usual practice, the responsibility for opinions expressed in such a signed article rests solely with the authors. This is stated in the disclaimer in the publication. It is further stated that the publication does not constitute an endorsement by the ILO of the opinion expressed in it. You may understand that we thought that the authors should in the first instance be in a position to respond to criticism or views about the publication. Of course, I nevertheless regret that procedurally we could not act in line with your expectations.

Generally, we hope for constructive discussion about signed articles published by the ILO. I recognise that you initiated the discussion with this philosophy in mind. However, the circumstances unfortunately developed in a somewhat different way. This is really regrettable. I nevertheless hope that critical appraisals of the article by an international audience will lead to a better understanding of the relevant data.

Mr. Takala, who dealt with this publication in my Branch will be writing to you in a similar context. On our part, I will try my best to continue to avoid similar situations and apologise again for any inconveniences caused.

I also very much regret that you were personally disturbed by this issue, especially at a time when you are so fully occupied with the preparation of the forthcoming IEA Congress.

With best personal regards,

Yours sincerely,



Kazutaka Kogi



MINISTÈRE DE L'ÉDUCATION NATIONALE
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

ERGONOMIE ET NEUROPHYSIOLOGIE DU TRAVAIL

Paris, le 23rd January 1991

Dr. Kogi
Chef du Service Hygiène et Sécurité
du Travail
B.I.T.
4, route des Morillons
CH-1211 GENEVE 22,
Suisse

Dear Dr. Kogi,
Dear Katsu,

I have to write to you again about the difficult question of Professor Hans Jürgens.

You will remember that I wrote to you about his book published by ILO, in a letter of 16th November. I have been a little bit surprised that such a letter written to a friend in a very direct style was sent by Mr. Takala to the author I criticised. According to the French Use and Laws, one cannot communicate a letter without the agreement of the author. Of course, I would have been ready to write my criticism to Professeur Jürgens but in a somewhat different style.

Professor Jürgens's answer to me, which I have had translated into French - a copy of which is enclosed - expresses his strong discontent and is, in fact, injurious to me. I cannot, therefore, continue this exchange of letters. I can certainly be criticised about my works but certainly not on the points that Prof. Jürgens raised. I teach every year to my students the secular growing of French people's height. I have never considered the measurement of dimensions between the articulations center as safe and I teach again every year that comfort angles are usually related to the type of tasks people are performing.

Going back to Prof. Jürgens's book, I could rewrite my letter with other words but not change my mind. I have not found in his answer any facts that could reduce my criticism about his approach and conclusions.

I have no intention to continue a polemics but I think you need to know the whole content of this controversial affair.

With my best regards,

Yours sincerely,

Alain WISNER

c.c. Mr. J. Takala, chef du CIS.

INSTITUT D'ANTHROPOLOGIE
DE L'UNIVERSITE DE KIEL
(Directeur : Pr. Dr. Dr. Hans W. Jurgens)

Kiel, le 17/11/90
Neue Universitat
Am Botanischen
Garten, 2300 Kiel
T : 0431/88000

Monsieur le professeur A. Wisner
Ministère de l'Education Nationale
Conservatoire National des Arts et Métiers
Laboratoire d'Ergonomie et Neurophysiologie
du Travail.
41, rue Gay-Lussac
75005 Paris - France

OBJET : Votre courrier du 16/11/90 adressé à Dr Kogi, Genève, concernant "International Data on Anthropometry" que j'ai reçu pour étude.

Monsieur,

J'ai lu votre lettre avec intérêt. Enfin, je fais la connaissance d'une personne qui pense connaître les français et même encore les indiens et les latino-américains. De plus, vous savez même que les pilotes ont partout des mensurations au-dessus de la moyenne. Pourtant, il devrait être connu que dans un bon nombre de pays, il y a des limitations des mensurations lors des examens d'embauche. Depuis des décennies, ce groupe professionnel ne représente plus les pourcentiles de taille élevés.

Si jamais vos suppositions concernant les mensurations des français soient exactes, dans ce cas, il n'y aurait pas eu d'accroissement séculaire. Je suppose tout simplement que la stagnation apparente des mensurations provienne essentiellement du fait que les échantillons étudiés n'étaient pas bien définis et par conséquent, les groupes de populations pris en compte ne sont pas comparables.

Au niveau international, la France est sûrement le pays qui a la plus grande tradition en anthropométrie. Elle excelle encore à ce jour dans ce domaine comme par exemple dans les instituts de Coblenz ou dans le cercle des collaborateurs et collègues d'Olivier. Si l'on considère ce haut niveau, il est extraordinaire de suivre vos efforts qui durent déjà depuis des décennies et qui aboutissent à des résultats sans bases anatomiques et biomécaniques et encore moins anthropométriques.

Pheasant a écrit un excellent livre destiné à la fois aux concepteurs et aux non-initiés. Il a même obtenu un prix pour la simplicité de son expression qui est bien adaptée aux non-spécialistes. Malgré cela, apparemment son langage n'était pas encore assez simple. Il est en effet étonnant de constater la mauvaise interprétation de son livre et de le prendre comme base pour des recherches scientifiques. Pheasant qui sait bien comme anatomiste de quoi il parle; il ne proposerait jamais des mensurations d'articulation à articulation comme résultat d'une recherche anthropologique. Ces mensurations s'estiment dans le meilleur des cas à l'aide des radiographies présentant une grande erreur. En effet, il n'y a pas de méthode sérieuse de calcul des mensurations d'articulation à articulation.

Votre ignorance de toute littérature spécialisée en anthropométrie se manifeste également par votre remarque concernant la notion "negrid". Si l'on ne connaît pas le langage technique, il vaudrait mieux se taire.

Il serait très nécessaire d'avoir pour la France des mensurations actuelles et représentatives qui seront mesurées d'une manière exacte et reproductible après un échantillonnage correct. Des simplifications et des conversions devraient être faites sur cette base par quelqu'un qui s'y connaît en anthropométrie et en biomécanique. En effet, en ergonomie, il est encore courant qu'on utilise des données non fiables, mais ceci devrait disparaître. Il en est de même en ce qui concerne les données sur les angles corporels isolés. Ce type des données peut être utilisé à la rigueur dans l'industrie automobile où il existe une posture assise bien définie à l'intérieur du véhicule. En effet, leur généralisation amène à des erreurs grotesques.

En France, il serait bien souhaitable que les lacunes concernant les données anthropométriques soient comblées d'une manière rigoureuse. Ainsi, on pourrait voir s'il n'y a pas eu d'accroissement séculaire en France contrairement à tout les autres pays modernes comme vous l'avez montré indirectement. Jusque-là par contre je recommanderais de garder une discrétion appropriée selon le niveau de connaissance.

Avec les meilleures recommandations

NB : Ce texte a été traduit par Margit Sagar.

Herrn
Prof. A. Wisner
Ministère de l'Education Nationale
Conservatoire National des Arts et Métiers
Ergonomie et Neurophysiologie du Travail
41, Rue Gay-Lussac

F - 75005 Paris

Frankreich

Betr.: Ihr Brief vom 16.11.1990 an Dr. Kogi, Genève,
bezüglich der "International Data on Anthropometry",
den ich zur Bearbeitung erhielt

Sehr geehrter Herr Wisner!

Ihren Brief habe ich mit Interesse gelesen. Endlich lerne ich einen Menschen kennen, der meint, die Franzosen zu kennen, und gar noch die Inder und die Lateinamerikaner. Und dann wissen Sie sogar noch, daß Piloten überall über dem Durchschnitt große Körpermaße haben. Daß es in einer ganzen Reihe von Ländern Begrenzungen der Körpermaße bei Einstellungsuntersuchungen für Piloten gibt, sollte eigentlich bekannt sein. Diese Berufsgruppe repräsentiert seit Jahrzehnten nicht mehr die oberen Körperhöhenperzentile.

Wenn Ihre Vermutungen über französische Körpermaße zutreffen sollten, hätte es seit drei Jahrzehnten in Frankreich keinen säkularen Trend der Akzeleration mehr gegeben. Ich nehme an, die scheinbare Stagnation der Körpermaße beruht im wesentlichen darauf, daß die untersuchten Stichproben nicht definiert waren, so daß die in Vergleich gezogenen Bevölkerungsgruppen überhaupt nicht vergleichbar sind.

Frankreich ist wohl das Land mit der international größten anthropometrischen Tradition und auch heute noch auf diesem Gebiet international führend, so in den Instituten von Coblentz oder in dem Kreis der Mitarbeiter und Kollegen von Olivier. Wenn man dieses hohe Niveau berücksichtigt, ist es schon beeindruckend, Ihre nun schon Jahrzehnte währenden Bemühungen zu verfolgen, ohne anatomische und biomechanische,

geschweige denn anthropometrische Grundlagen Körpermaße zu erheben.

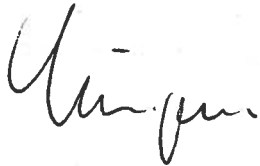
Pheasant hat ein vorzügliches Buch für Designer und andere Laien geschrieben, und er hat dafür sogar einen Preis für schlichte, laiengerechte Ausdrucksweise bekommen. Offenbar war seine Sprache aber immer noch nicht schlicht genug. Sein Buch als Anleitung zur Durchführung von Untersuchungen mißzuverstehen, ist jedenfalls bemerkenswert. Pheasant, der als Anatom weiß, wovon er spricht, käme auch nicht auf den Gedanken, Gelenk-zu-Gelenk-Maße als Ergebnis einer anthropologischen Untersuchung anzubieten. Diese Maße lassen sich bestenfalls an Röntgenaufnahmen schätzen und weisen einen großen Fehler auf. Ein seriöses Verfahren, Gelenk-zu-Gelenk-Maße aus - wie auch immer gemessenen - Körpermaßen zu errechnen, gibt es nicht.

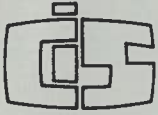
Ihre Unkenntnis jeglicher anthropometrischen Fachliteratur wird auch durch Ihre Äußerung über den Begriff "negrid" deutlich. Wenn man als Laie die Fachsprache nicht kennt, sollte man besser schweigen.

Es wäre dringend nötig, für Frankreich aktuelle und repräsentative Körpermaße zu haben, die nach korrekter Stichprobenziehung der Probanden auf exakte und reproduzierbare Weise gemessen werden. Vereinfachungen und Umrechnungen sollten zweckmäßigerweise auf dieser Basis und von jemandem gemacht werden, der etwas von Anthropometrie und Biomechanik versteht. Auf laienhafter Basis "gemessene" und ebenso laienhaft berechnete Maße sind zwar in der Ergonomie immer noch häufig, sollten aber ebenso verschwinden wie Angaben über isolierte Körperwinkel. So etwas kann man in der Autoindustrie machen, wo es eine definierte Sitzhaltung im Pkw gibt, sie aber zu verallgemeinern, führt zu grotesken Fehlern.

Es wäre sehr wünschenswert, wenn die anthropometrische Datenlücke für Frankreich auf qualifizierte Weise geschlossen wird; dann dürfte sich auch die Frage klären, ob Frankreich wirklich im Gegensatz zu allen anderen modernen Staaten keinen säkularen Trend der Akzeleration hat, wie Sie indirekt darlegen. Bis dahin aber würde ich empfehlen, eine dem Kenntnisstand angemessene Zurückhaltung zu wahren.

Mit besten Empfehlungen

A handwritten signature in cursive script, appearing to read 'Unger', is written below the typed text.



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our/notre Ref.:

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Conservatoire des Arts et
Métiers
Ergonomie et neurophysiologie
du Travail
41, rue Gay-Lussac
75005 Paris
F r a n c e

CIS 13-7

Genève, le 4 décembre 1990


Monsieur,

C'est avec la plus grande attention que le Dr. Kogi et moi-même avons pris connaissance de votre courrier du 16 novembre concernant la publication no. 65 de la série OSH, intitulée "International Data on Anthropometry".

Ce document a été publié en collaboration avec l'organisme de prévention allemand, le Bundesanstalt für Arbeitsschutz (BAU), qui est le Centre national du CIS pour ce pays. La publication OSH no. 65 du BIT est une traduction du rapport publié par le BAU sous le titre "Internationaler anthropometrischer Datenatlas", Forschungsbericht Fb 587.

Il nous a donc semblé plus logique de vous mettre directement en contact avec l'auteur de ce rapport, le Prof. H.W. Jürgens pour discuter des points qui vous paraissent litigieux. Nous nous sommes donc permis de lui transmettre une copie de votre lettre et de votre article "Variety of physical characteristics in industrially developing countries - Ergonomic consequences". Vous trouverez ci-joint une copie de la lettre que nous lui avons adressée à ce sujet.

En espérant vivement que vos différentes questions trouverons des réponses satisfaisantes, je vous prie d'agréer, Monsieur, l'expression de mes salutations distinguées.


J. Takala
Chef du CIS



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CIS 2-24
CIS 13-7

Prof. Dr. Dr. Hans W. Jürgens
Neue Universität
Olshausenstr. 40
D-W-2300 Kiel

Allemagne

4.12.1990

Betr: International Data on Anthropometry
ILO-OSH Veröffentlichung Nr. 65

Sehr geehrter Herr Prof. Jürgens,

Beigefügt übersende ich Ihnen ein Schreiben von Prof. A. Wisner, in dem er den Inhalt der obengenannten Veröffentlichung kommentiert und gegen bestimmte Daten Einwende erhebt.

Ich erlaube mir deshalb Ihnen diese Anmerkungen zur Bearbeitung direkt weiterzuleiten. Ich wäre Ihnen sehr verbunden, wenn Sie mir eine Kopie Ihres Antwortschreibens an Prof. Wisner zukommen liessen, und verbleibe,

mit freundlichen Grüßen,

MN


J. Takala
Leiter

16 Novembre 1990

Monsieur le Docteur Kogi
Chef du Service Hygiène et
Sécurité du Travail
B.I.T.
4 route des Morillons
CH-1211 Genève 22 Suisse

Cher ami,

J'ai hésité à vous déranger pour une question scientifique, mais en fait mes remarques dépassent ce cadre pour atteindre le domaine de l'éthique.

Je viens de prendre connaissance du petit livre de Monsieur Hans W. Jürgens et coll. intitulé : "International Data on Anthropometry" (Occupational Safety and Health series, n° 65) publié par le B.I.T.

Je suis extrêmement surpris des valeurs proposées par les auteurs dans plusieurs régions. Je me limiterai toutefois à une région que je connais bien, la région 8 (France). Il n'est pas vrai que la taille moyenne des français est de 1m 77 : elle se situe au plus entre 1m 71 et 1m 72. Il en est de même en ce qui concerne les françaises, ce qui est d'autant moins explicable que la bibliographie retenue est ancienne et se situe à une époque où la population était plus petite.

La seule explication que je puisse imaginer est que l'auteur a pris comme référence la mesure des pilotes d'avions qui se situe, dans tous les pays, très au-dessus de la moyenne nationale.

Plusieurs auteurs, dont nous-mêmes, ont montré qu'en France il existe une différence de taille moyenne entre groupes sociaux de l'ordre de 7cm pour les régions développées industriellement, et de 10cm pour les régions les plus pauvres.

Je suis également très réticent vis-à-vis de la taille moyenne indiquée pour la région 2 (Amérique Latine, population indienne), et la région 3 (Amérique Latine, population européenne et négroïde - Quel vocabulaire !!! -)

En effet, ce qui correspond à l'Amérique Latine c'est un métissage considérable; une telle séparation entre les groupes humains ne correspond pas à la réalité et rend les évaluations très douteuses.

Je doute fortement des valeurs données pour la région 7 (Europe du Sud-Est). Pour la région 14 (Inde du Nord), la valeur de 167cm qui est proposée est celle des étudiants et non pas celle de l'immense majorité de la population - paysans et ouvriers - dont la taille se situe entre 1m 57 et 1m64 pour les hommes.

On peut également indiquer que les valeurs données pour le Japon (région 20) soit 1m 72 pour les hommes, correspondent à la taille des étudiants et non à celle de l'ensemble de la population.

En ce qui concerne les regroupements, ils sont pour le moins surprenants : je pense qu'il est tout à fait erroné de regrouper des populations masculines et féminines et que, par ailleurs, il est extrêmement douteux que la taille moyenne en Amérique du Sud soit considérée comme appartenant au type petit (voir les statistiques anthropométriques du Brésil : 120 millions d'habitants), alors que l'on considère comme du type grand les populations de l'Inde et du Sud-Est Asiatique.

J'ai fait allusion à des considérations éthiques. En effet, l'un des défauts du commerce international, du point de vue ergonomique, est de vendre des machines conçues pour des populations grandes à des populations petites, et cela sans adaptation. Or, le fait d'attribuer aux populations indiennes et du Sud-Est Asiatique une taille moyenne d'1m 78 peut avoir des effets redoutables dans le domaine de la santé et de la production de ces populations quand elles utilisent un matériel importé des pays industrialisés.

Il me semble que le B.I.T. devrait retirer cette brochure de la circulation car elle comporte trop d'erreurs.

Je vous adresse, ci-joint, un document qui est paru récemment et qui donne avec précision un certain nombre de sources scientifiques disponibles.

Je suis désolé d'avoir à vous écrire cette lettre, mais je m'y sens obligé.

Je vous prie d'agréer, cher ami, l'expression de mes sentiments dévoués.

A. Wisner

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Postal address : P.O. BOX 1759
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BANGKOK 10200 (Thailand)

Ref.

24 December 1987

Dear friend,

Thank you for your letter of 2 November.

As for the annual fee of the IEA, Dr. Chaiyuth did not know the amount to be sent. He promised to write to Dr. Kuorinka in this regard.

About the possible help from the IEA and other arrangements for the Bali conference, I will consult with Dr. Manuaba.

All of a sudden, I have been appointed SEC HYG Chief. I am moving to Geneva to take up the post from 11 January 1988. I hope I can contribute to promoting practical approaches that can meet the needs of developing countries.

I will be writing to you from Geneva when I settle down there.

With best wishes for a Happy New Year.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'K. Kogi', is written above the typed name.

K. Kogi
Regional Adviser on Occupational
Safety and Health

Prof. A. Wisner
C.N.A.M.
Ergonomie et Neurophysiologie
du Travail
41, rue Gay-Lussac
75005 PARIS
(France)

30th April 1987

Professor K. Kogi
International Labour Organisation
P.O. Box 1759
BANGKOK 10200 (Thailand)

Dear friend,

Thank you for your letter of 24 April. I am happy to have a full day in Dusseldorf with you. As you know, there are only 70 km between Dusseldorf and Bonn and I am sure that there are trains in the evening between these 2 main cities.

I will arrive in Dusseldorf on Saturday evening for the air ticket is much cheaper if you stay in the country on Saturday night. I will stay at Hotel Eden, Ader Str. 29.31, tel (0211) 38.10.60. I will be at around 10.30 a.m. Sunday 7th at the custom exit of international arrivals of the Dusseldorf airport. If I miss you, would you go to Hotel Eden ?

Perhaps we shall have a short phone conversation the week before when you shall be in Geneva.

My paper on dimension and strength in IDC is now translated. I will send it to you soon with the tables from which it is written.

With best regards,

truly yours,

A. Wisner

Hotel EDEN

DUSSELDORF

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(0211) 38 10.60

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150 DM

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Ref. 04/GCW/3
3(C)-1

24 April 1987

Dear Friend,

Thank you for your letter of 9 April.

I fully agree that the next SEAES workshop should comprise scientific sessions as its main part.

As for the Journal of Industrial Ergonomics, Dr. C.N. Ong and I will be writing a small article on some social aspects of shift workers. Preparing some more would be beyond my capacity right now.

It would be wonderful if I could see you during my June mission to Europe. After spending one week in Geneva, I will be flying from Geneva to Dusseldorf on Sunday, 7th June. All I need on that day will be to proceed to Bonn by the evening. I propose to meet you at around 10.30 a.m. at the custom exit of international arrivals of the Dusseldorf Airport.

My flight schedule on Sunday, 7th June is as follows:

Dep.	Geneva	0701	LH 1851
Arr.	Frankfurt	0815	
Dep.	Frankfurt	0930	LH 419
Arr.	Dusseldorf	1015	

I look forward to the pleasure of seeing you.

With best regards,

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'K. Kogi', is written below the typed name.

K. Kogi
Regional Adviser on Conditions
of Work and Welfare Facilities

Prof. A. Wisner
Ergonomic et Nemophysiology
du Travail
C.N.A.M.
41, rue Gay-Lussac
75005 PARIS
(France)

9th April 1987

Professor K. Kogi
International Labour Organisation
P.O. Box 1759
BANGKOK 10200 (Thaïlande)

Dear friend,

Thank you for your kind letter of March 30th. I was happy to learn about the Bali SEAES workshop before IEA congress. I think it could be a success for SEAES as far it is not too touristic. If we dont have at least 2 days of discussions with prepared scientific contributions (6 hours a day), the image given by SEAES will be negative. I suggest also that we should have not only practical examples but also presentation of theories and methods.

I have finished the redaction of my paper for Industrial Ergonomics. I will send it to you as quickly as possible when translated in english together with some tables extracted from the bibliography. May be something special could be written coming from the asian data.

We are working a lot about intelligency, knowledge and operational competence. May be something could be written for the Journal of Ergology.

We could discuss all these points in June, the bast period would be the long week-end 6-7-8th June, just after Malinee will leave us. Monday 8th is holiday in France. I could meet you in Germany either Saturday 6th, Sunday 7th or Monday 8th, between 2 flights. For example, I could arrive in Dusseldorf at 10.25 a.m. and leave at 5.35 p.m. If it is possible for you, to be in Dusseldorf one of these days, it could be a good combination.

.../...

In fact, I dont think to have any appportunity to visit South East Asia before August 88, for I am supposed to go to Argentina from June 15th to July 15th, and to Brazil in December 1987. If there are political difficulties in Argentina in 2 months, may be I will change my plans for S.E. Asia for I am invited by my friends in Philipppines. But my travel to Argentina is nearly sure.

We are very happy to receive Malinee and we hope she will be happy with us.

I am pleased you are now Regional Adviser ... at last.

With my best regards.

Truly yours,

A. Wisner

ORGANISATION INTERNATIONALE DU TRAVAIL
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ET LE PACIFIQUE

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Cables INTERLAB BANGKOK



INTERNATIONAL LABOUR ORGANISATION
REGIONAL OFFICE FOR ASIA
AND THE PACIFIC

Postal address : P.O. BOX 1759
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United Nations Building
Sala Santitham
BANGKOK 10200 (Thailand)

Ref.

30 March 1987

Dear Friend,

Last month I met Dr. Manuaba in Jakarta and discussed SEAES activities. He will organise a workshop in Bali in 1988 before the IEA congress in Sydney. The plan, however, has not yet been fixed. We agreed that for the time being, efforts should be made to finalise the list of members, issue newsletters and secure more papers for our journal. Coming back to Bangkok, I assisted Dr. Chaiyuth in finalising the list. We could confirm 92 members, most of whom have actually paid membership fees. The response seemed better than we anticipated. As for affiliated members, however, the list is still short and we need to have more. We are therefore very grateful to you and Dr. Laville for the prompt sending of affiliated membership fees. We have also received donation from Dr. Kuorinka's group. I could secure several affiliated members from Japan. In any case, we think 92 is a good number.

The review article R.N. Sen and I wrote for the International Reviews of Ergonomics will soon appear. In addition, I am busy re-editing an ILO publication on low-cost improvements and writing a paper on work organisation and shift work in developing countries for the ICOH congress in Sydney this year. Would any of the papers from your seminar last year be available? They seem very relevant.

During next May and June, I will be in Europe for almost one month, though I am afraid I might not be able to pass Paris. The mission has been planned as I shall become Regional Adviser on Occupational Safety and Health from 1 May. I am hoping my transfer to the post will give chances to have some concrete outputs in the field. I believe information on new practical ideas can be of help.

My tentative itinerary will be: Stockholm (World congress on occupational accidents and diseases), 24-29 May; Geneva, 1-5 June; Bonn and Dortmund, 8-12 June; Helsinki, 15-20 June; and Krakow (Shiftwork symposium), 22-26 June. Should there be any chance to see you?

Best regards,

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Kazutaka Rogi'.

Kazutaka Rogi

Prof. A. Wisner
Ergonomie et Neurophysiologie
du Travail, C.N.A.M.,
41, rue Gay-Lussac,
Paris 75005, France.

12 December 1986

Dr K. Kogi
ILO Regional Office for Asia
P.O. Box 1759
BANGKOK 10200
(Thaïlande)

Dear friend,

I have the impression not to have communicate with you since a long time. In fact, I had very little to say about our theme. I have continued to study our documentation till 15th September. And then, I have been taken in the terrible months we have every year in french Universities from September to December : half of the teachings of the year, 6 thesis of which I have been president, elections of professors, seminars and congresses. During January, I have anyway to take the time to write 10 pages for a journal. It was a demand from Rabindranath Sen and Houshang Shahnava about human resources in I.D.C.

Our seminar on anthropotechnology is very alived this year by conferences of students about their thesis :

Clarissa Rubio	Mastering the transfer of telephone network in the Philippines
Karim Meckassoua	"Natural intelligence" of brewery worker in Bangui in a very complicated task
Laerte Sznelwar	Ergotoxicology among small farmers in the suburbs of Sao Paulo and Paris
Julia Abrahao	Comparing work organization and performance in two sugar cane alcohol distilleries in two parts of Brasil
Arona Aw	Analysis of the causes of degradation of the automated system in a phosphate factory in Dakar
Mouldi Sagar	Communication system in a paper mill in central Tunisia and in France

and a few others ...

.../...

Coming back to Asia and SEAES. I am happy that our society has been admitted fully in I.E.A. (and not South Africa). Did you receive two 50 dollars contributions, one from my own laboratory and one from Laville's laboratory (EPHE) ? I will try to have one or two more but it is not so easy. Do you have any information about the SEAES meeting in 1988 in connexion with the Sydney conference ?

When considering 1987, I think that the best for my reflexion and redaction would be to come back to South East Asia and - may-be - to Bangkok. If I do that, it will be main by to write and relax. But, I can also teach a little. Do you think that either in Mahidol or Chulalongkorn University, it could be useful to give some conferences or seminars about either general use of ergonomics for Hygiene students, its methodology in relation with medical diagnosis and/or about production ergonomics either in mechanics or continuous processes. Another subject could be the one I had proposed for the cancelled Singapour conference : quickening high tech transfer. Would you discuss that with your two University friends and/or Mr Chavalit Nitikul ? Of course, I dont ask for any money for that. But dont worry too much, the best would probably be that I only think to my book.

François Daniellou, one of the best young scientists of our lab has visited this month a factory in Japan that has the same technology of a french one (Rhône-Poulenc) to compare the effects of japanese and french management. I will send you his report. He also visited the Institute of Labour and was very happy of this contact. In general, he was fascinated by Japan.

I have spoken a lot about myself. How are you ? Do you have special projects ?

I hope that 1987 will be a good year for you.

Truly yours,

A. Wisner

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BANGKOK 10200 (Thailand)

Ref.

Envy & Livido

Daniella

le 6.8.86 31 July 1986

Dear Friend,

With you here, it was a fascinating period of time. I strongly felt we made a step forward. I personally gained a lot. I would like to thank you for all these and for your hard-working days.

Most importantly, we could confirm the steady, though still far from coherent, thrust of ergonomics research and application in Third World. Fortunately, we do find a major move towards locally-minded, practice-oriented action. As we discussed, ties for self-help between people with similar thrust will be essential.

I enclose, for your information, a copy of Prof. Suzuki's article on stature increase.

I would appreciate receiving any relevant materials which you think are useful.

I look forward to another opportunity of working with you.

With warmest, personal regards,

Yours sincerely,

K. Kogi

K. Kogi
Regional Adviser on Conditions
of Work and Welfare Facilities

Prof. A. Wisner
Conservatoire National des
Arts et Métiers
Ergonomie et Neurophysiologie
du Travail
41, rue Gay-Lussac
75005 PARIS
(France)

21 August 1986

Dear friend,

Thank you for your kind letter. I remember also with emotion this marvelous month in BANGKOK. Back home, I have found again the usual difficulties and limitations. But the bibliographic discoveries have continued. Who is unique is the human species! But the bibliography is now so large that I am out of the scheduled time to write the book. I will have some delay to my ~~editors~~ publisher.

I will send you some other material later when I will have put the items in order. But I send just now 2 papers one because it is in THAILAND and the other one that I consider as excellent.

I am also very happy of the results of my ^{thesis} students here. I had time to look at them giving results from TUNISIA, ALGERIA, BRAZIL, CENTER AFRICA and SENEGAL

Please thank the nice people I met in BANGKOK

~~and~~ Yes, we have to do it again -

~~With~~ With my warmest regards

Thank you so much for the excellent SUZURTI's paper

Truly yours

D. WISNER



MINISTÈRE DE L'ÉDUCATION NATIONALE
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le 21st January 1985

Professor K. Kogi
ILO Regional Office for Asia and the Pacific
P.O. Box 1759
BANGKOK (Thailand)

Dear friend,

I am afraid, you have not received my letter of December 3rd. So, I am sending a copy of it. But, for two of the items of this letter, things have changed.

I will not visit South-East Asia in February, for I suffer since the beginning of December of a rather severe allergy. I will probably not visit this part of the world before September 85 when visiting Manila before Kita-Kyushu.

My second point is my book. I am afraid that you have not received it or you had to much work to read it in french and write the few pages wanted. I am always asking for it, but if it is impossible could you let me know it. In fact, the publisher will be in two weeks no more in a position to print new parts of book's manuscript.

I am sorry to disturb you with my own problems.

Thank you for your new year wishes. I send you my best ones for yourself and your family.

Truly yours.

A. Wisner



MINISTÈRE DE L'ÉDUCATION NATIONALE
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le December 3rd 1984

Professor K. KOGI
ILO Regional Office for Asia and the Pacific
P.O. Box 1759
BANGKOK (Thailand)

Dear friend,

I am sorry not to have been able to have with you more than a phone call during your last travel to Europe.

I would like to have your views about 3 topics.

1) the JAKARTA conference on which I send you copies of my letter to Manuaba (Nov. 19th), of the minutes of our meeting in Geneva (Nov. 12th) and my answer to Kliesch (Nov. 15th). As you can see I consider a travel to South-East Asia, on the discrete behalf of I.E.A., for we are rather anxious about the Indonesian trio Lutha, Samil, Manuaba. We are afraid that they are not working on the same lines. If I go to Indonesia, I will stay a few days in Bangkok and will visit you if you are at your office. Do you know your time schedule in the second half of February ?

2) The KITAKYUSHU symposium (Sept. 19-21). I have been invited by Noro, all expenses paid by the Japan Ministry of Labour. I send you the summary we have prepared. Have you any comment about this meeting and my paper. Will our topic interest the people in KITAKYUSHU. What is the best way to present it to a Japanese attendance ?

3) a small postface to my book. A french publisher who works in the area of CFDT (french social-democrat union confederation) has asked me to write a book on anthropotechnology but not as a text book but as a paperback for large professional public. As I am not able to write like that from my own, it is a big interview by a former unionist now a catholic specialist of developing countries. My publisher had the idea to give the last words to 5 or 6 users. I ask you to be one of them, the other people will be : Gerard Esperet who created in the fifties many unions in the african countries, Karim Meckassoua, one of my student who will soon be a minister in his country Central Africa Republic, Mrs Helene Dumas who is an engineer, director at SERI-SIRTES, the society in charge of the transfer of RENAULT technology, M. Tublana who also engineer and in charge of the transfer of technology but at B.S.N. a big french agro industry group and Mrs Irony Cardoso who is a brasillian specialist of basic training in the suburbs of Rio-de Janeiro.

You have not to approve the book. Eventually you are free to criticize it. What we expect is a comment about what in the book is in the good direction or not in relation with you professional experience. I am sorry to ask a little more work, specially on a manuscript written in french but it has anyway to be a short comment, less than 3 typed pages. You may write in english, I will translate your text, trying to be fair to it.

.../...

I would like also, that, if possible ~~or~~, you let me know what parts of the book - as they are written now - seem to you wrong or unacceptable for asians or ILO people. I would like this book to be clear and true but this does not mean aggressive.

I am sorry to have written so long in my broken english.

I hope to see you soon.

Truly yours.

A handwritten signature in black ink, appearing to read 'A. Wisner', with a stylized flourish at the end.

A. Wisner



MINISTÈRE DE L'ÉDUCATION NATIONALE
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS
PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le December 3rd 1984

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ILO Regional Office for Asia and the Pacific
P.O. Box 1759
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Truly yours.

A handwritten signature in black ink, appearing to be 'A. Wisner', written in a cursive style.

A. Wisner

Workshop on Upper Limb Disorder

KAIUM-CLUB

10-17.00

Near Nihon Toshi Centre

Tuesday Kōōi 8.30 at Residence

Season's Greetings
and Best Wishes
for a Happy New Year

Looking forward to
seeing you in August

Kazutaka Kogi



14 Mai 1981

Monsieur le Docteur K. Kogi
Service des Conditions de Travail
B I T
1211 GENEVE 22 (Suisse)

Cher ami,

Je suis encore heureux et ému de votre charmant accueil familial et je vous prie de remercier encore Madame Kogi de la peine qu'elle s'est donnée.

J'ai, par contre, gardé un souvenir assez désagréable de la réunion au cours de laquelle vous avez présenté votre si remarquable étude. Je n'ai pas trouvé que l'accueil qui a été réservé à cette recherche tout à fait nouvelle en ait été digne.

Je vous remercie de m'avoir si bien conseillé pour mon voyage au Japon de 1982 et vous confirme mes intentions, sous réserve des modifications que vous jugerez bon de m'indiquer.

Je pense arriver le vendredi 20 Août à Tokyo, participer au congrès et partir le dimanche 29 pour Kyoto pour suivre le colloque sur les horaires de travail et visiter des laboratoires et des entreprises de la région d'Osaka.

J'ai l'intention de revenir le mardi 7 ou le mercredi 8 Septembre à Tokyo pour visiter les laboratoires et entreprises de la région et bénéficier de votre présence à partir du lundi 13 à votre retour de Singapour.

Je pense qu'il me faudra quitter Tokyo le vendredi 17 Septembre.

.../...

Je suis confus de vous charger de la réservation de mon logement et de mon programme de visite d'usines et de laboratoires. La seule chose dont je me charge en partie, ce sont les contacts avec les syndicats puisque j'ai des correspondants au Japon dans ce domaine.

Je me réjouis de progresser un peu dans la connaissance de votre grand pays et vous exprime toute mon amitié.

A. Wisner

K. Kogi
10, rue Carqueron
1220 Avanchet-Parc/Genève

25 July 1980

Prof. Alain Wisner,
Conservatoire national
des Arts et Métiers,
Département des Sciences de
l'Homme au Travail,
41, rue Gay-Lussac,
75005 Paris, France.

Dear Friend,

I would like to thank you again for your kindness during my last visit to your department. Activities of your department and discussions we had were really stimulating.

Your suggestion made in your recent letter to Mr. Spyropoulos concerning a possibility of a satellite meeting of the IEA Congress seems very practicable also in the light of talks I had with some ergonomists in Southeast Asia. So I am writing this letter to inform you of these talks. The letter is of course a personal one.

All of people I talked with, including Prof. Manuaba, Prof. Phoon, Dr. Sen, Dr. Wongpanich of Thailand and Dr. Mahathevan of Malaysia, were in favour of a meeting specifically on ergonomics in developing countries. They said they would welcome initiatives of the IEA and/or the ILO in this connection. Because the ILO has a plan and budget to hold an international symposium on ergonomics in developing countries, which was originally for 1984-85 but seems to have been shifted to 82-83, the possibility might not be small. But for decisions we shall have to wait some time more. On the other hand, Prof. Manuaba told me that he would be prepared to hold such a meeting prior to the IEA Congress in Bali in 1982.

I have also found that all of these people favour preparing for a Southeast Asian grouping of ergonomists, which would preferably be helped such a meeting as suggested. I hope this kind of move will be supported and would like to be of help to it.

I am sure you will have spent a very fruitful time in Brazil and hope to be able to discuss your experiences in my next visit to Paris.

With best regards,

Yours sincerely,



Kazutaka Kogi.

K. Kogi
10, rue Carqueron
1220 Avanchet-Parc
Genève, Suisse

19 September 1980

Prof. A. Wisner
Département des Sciences
de l'Homme au Travail
C. N. A. M.
41, rue Gay-Lussac
75005 Paris, France.

Dear Friend,

Thank you very much for your letter of 12 September. I am glad that you had excellent time in Brazil.

I am leaving Geneva tomorrow for a second consultation mission on the research project on small enterprises. I shall be visiting research collaborators in six countries including India, Sri Lanka and Thailand. The collaborators are now carrying out case studies and I expect that the research outputs will be ready by the end of year. Then I shall be working on them, probably extending my stay for a few months.

I enclose for your information a copy of the list of the research collaborators with a summary of the project. In Sri Lanka, Mr. J.D.A. Abeysekera, Occupational Hygienist at the Division of Occupational Hygiene (Ministry of Labour), Jawatte Road, Colombo, is the only ergonomist I know from that country. He is also involved in my above project and has done a good work on ergonomic situations in industry in connection with the PIACT Seminar in Colombo last August. Dr. J. Jayaratnam, Professor of Public Health, University of Sri Lanka, Kingley Road, Colombo, also seems to be very active.

I also enclose a copy of my note on the symposium, which I presented to our new chief of the Branch, Mr. Ali Taqi. I hope this meeting will be well organized and be a good impetus for the future.

From my mission, I shall be back on 12 October. I plan to be on leave in the last week of October. If you should be coming to Geneva, I would appreciate your choosing a period when I shall be here. I shall not be here on 22 October, too. In any case, I am not attending the Bangkok meeting in November.

With best regards,

Yours sincerely,


Kazutaka Kogi



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
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PERSONAL

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Professor A. Wisner
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41 rue Gay-Lussac
75005 PARIS
(France)

Réf. BIT/ILO n° CWL 3-7-1-1

Votre réf. n°

Dear Friend,

13 FEB 1980

Thank you so much for your letter of 25 January, 1980. My family and myself are gradually settling down in the Geneva atmosphere, being agreeably surprised at its relative warmth.

My work here in Geneva is primarily directed towards (a) launching of research on optimal use of shiftwork in developing countries and (b) implementation of the Branch's sub-programme concerning improvement of working conditions in relation to choice of technology. I feel a great need of examining the methodologies in identifying urgent problem areas and their feasible remedial measures, for which I believe we need your kind assistance and support.

The Conditions of Work and Life Branch is now preparing outlines for each of its sub-programmes for the year 1980. Hence it seems that more concrete schedules and individual assignments for the year's projects will be discussed at a later stage. I am hoping your eventual contribution to the choice of technology sub-programme or to some of the technical co-operation projects for developing countries would help us formulate suitable ways of meeting information and training needs for choice of technology and working conditions, as you have clearly envisaged in your presentation at the Manila Tripartite Conference. Anyway, I understand that Mr. Spyropoulos is going to write to you soon in this connection.

In the meanwhile, I would like very much to visit you at your laboratory in an early period of the year. One possibility will be to spend a few days at your lab in connection with my participation in the 5th Symposium on Night-and-Shift-work to be held in Rouen, 12-16 May. I would appreciate your informing me if you will be available before or after the meeting, possibly prior to the meeting.

I am looking forward to seeing you very soon.

With best wishes,

Yours sincerely,

K. Kogi

K. Kogi
Conditions of Work and Life Branch
Working Conditions and Environment
Department

pin
5-9
Fuit

24 Avril 1980

Monsieur le Docteur K. Kogi
Service des conditions de travail
et de vie
BUREAU INTERNATIONAL DU TRAVAIL
1211 GENEVE 22 (Suisse)

Cher ami,

Je suis très heureux que votre projet de visite au laboratoire se confirme. Cela me donnera le plaisir de vous revoir et, aussi, l'occasion de réfléchir à plusieurs problèmes importants.

Le jeudi 8 et le vendredi 9 Mai me conviennent tout à fait. J'aurai seulement à vous quitter pour le déjeuner du jeudi 8 et pour l'après-midi du vendredi 9. Peut-être pourriez-vous consacrer cet après-midi du 9 Mai à une discussion plus spécialisée dans l'interface homme-calculateur.

Nous souhaiterions tous que vous fassiez deux exposés au laboratoire, qui pourraient être assez informels pour vous éviter une surcharge de préparation. Le premier pourrait avoir lieu le jeudi 8 Mai de 10 à 12 heures et porterait sur votre questionnaire; nos étudiants en tireraient le plus grand bénéfice. Le deuxième pourrait avoir lieu le vendredi 9 Mai de 10 à 12 heures; il nous permettrait de comprendre l'évolution de l'ergonomie au Japon, avec une mention particulière de votre Institut.

Cela réduirait probablement votre travail que de faire ces exposés en anglais. Je pourrais, dans ce cas, faire une traduction alternée. L'exposé du jeudi serait probablement beaucoup plus facile à suivre si nous étions autorisés à photocopier et à distribuer le questionnaire aux participants, mais j'ai besoin pour cela de votre autorisation.

Peut-être trouverez-vous inopportune ou excessive ma demande de deux exposés. Dans ce cas, ne craignez pas de me le faire savoir. Je comprendrai très bien que vous ne souhaitiez en faire qu'un seul ou aucun.

Je suis en tout cas très heureux de vous accueillir et vous prie d'agréer l'expression de mes sentiments amicaux et dévoués.

A. Wisner



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Réf. BIT/ILO n° CWL 5-1-1-9

Votre réf. n°

Professeur A. Wisner,
Conservatoire national des
Arts et Métiers,
Département des Sciences de
l'Homme au Travail,
41 rue Gay-Lussac,
75005 PARIS

(France)

Cher Professeur et ami,

22 APR 1980

Permettez-moi de vous remercier, tout d'abord, pour les commentaires que vous avez faits, concernant notre projet, dans votre dernière lettre à M. Spyropoulos.

Comme vous le savez, j'aimerais beaucoup visiter votre laboratoire et avoir l'occasion de discuter avec vous de notre projet en particulier mais aussi des autres projets du Service des conditions de travail concernant les conditions de travail dans les pays en voie de développement. M. Spyropoulos a d'ores et déjà autorisé ma mission au C.N.A.M.

Je vous serais très reconnaissant de me faire savoir si vous seriez disponible les 8 et 9 mai. Je dois assister au 5e Symposium international sur le travail de nuit et le travail posté qui se tiendra les 12-16 mai à Rouen. Après le Symposium, je devrai partir immédiatement pour une mission en Asie.

En vous remerciant par avance, je vous prie de croire à l'expression de mes sentiments les plus cordiaux.

K. Kogi,
Service des conditions de travail
et de vie,
Département des conditions et
du milieu de travail.