3-5. Human Resource Information

3-5-1. Aim of Human Resource Database

The ADRC believes that the availability of human resource information on disasters in Asia, as well as around the world, is vital for devising disaster prevention measures. Having the appropriate information on which administrative officials and specialists to contact when disasters occur in a certain country should speed up the management process. Moreover, since Asia is the most disaster-prone region in the world, the availability of human resource information centering around Asia should contribute to exchanges on disasters in this region. The availability of such human resource information to the general public will deepen extensive exchanges with other fields.

Unlike other fields, researchers with outstanding knowledge and skills are not the only ones who are considered experts in disaster reduction activities. True disaster reduction measures can be realized only with a close network that allows the smooth exchange of information. The network is established between these researchers, administrative officials who plan policies based on the knowledge and techniques of the researchers, and citizens, who act according to the policies give feedback to the administrative side. The ADRC is thus soliciting human resource information, not from the narrow sense of researchers with outstanding knowledge and techniques, but from the broad sense of human resources that can handle disaster reduction extensively. Specifically, this includes academics, disaster reduction researchers, engineers, personnel in charge of disaster reduction at administrative offices, NGO experts mainly involved in disaster reduction activities, and the personnel in charge at disaster reduction-related international organizations.

The human resource information acquired will be largely open to the public, with the exception of some information. However, if all the information is provided as it has been gathered, it will result in the flow of irrelevant information. Search functions are set up by country and by area of specialty to enable users to gather information according to their needs.

3-5-2. Information Gathered and Provided

As shown in Table 3-5-2-1, new information on 612 people from 24 countries were added to the database. All of this information is managed in the ADRC database, and provided when requested by a user. Users can request the information by the following two methods.

Acquire a list of all data available

Acquire a list of search results by country, area of research, and name

By selecting the human resource information required from these lists, the user will be able to access all information on that person (excluding items not intended for disclosure).

Information collected based on the policies on collecting and supplying personnel information is as follows.

	Title Name Date of Birth Sex
1)Workplace information	Name of workplace, address of workplace, country of workplace, position at workplace, type of work, telephone number at workplace, fax number at workplace, e-mail at workplace, and homepage address of workplace.
2)Personnel information	Recommended homepage address, highest academic title, name of highest academic title, final education, year of graduation, language abilities, work experience in (on country), work experience (abroad), field of research, papers presented, others.

Of the above, all items except date of birth, sex, final education, year of graduation, papers presented, others are open.

Table 3-5-2-2 shows the results of a search carried out using the disaster name as the keyword of a search function in the desired area of specialty using the ADRC human resource database.
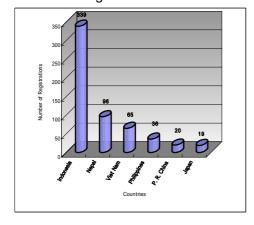
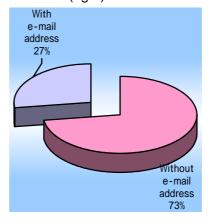Table 3-5-2-1   List of Human Resource Information Gathered by Country

M: Member country   A: Advisor country

Country	No. of People	
Bangladesh	7	M
Ethiopia	1	
France	1	
Ghana	2	
India	5	M
Indonesia	339	M
Japan	19	M
Korea	1	M
Lao P. D. R.	1	M
Malaysia	1	M
Nepal	96	M
P. R. China	20	M
Pakistan	2	
Papua New Guinea	2	M
Philippines	36	M
Sri Lanka	1	M
Tajikistan	2	
Tanzania	1	
Turkey	6	
U S A	1	
United Kingdom	1	
Viet Nam	65	M
West Africa	1	
Zimbabwe	1	
TOTAL	612	

As shown in Fig. 3-5-2-1, the information gathered from the human resource information network differs significantly according to the country and region, not because of the small number of experts in that country or region, but to the limited number of regions surveyed by the ADRC in the first year.

Fig. 3-5-2-1   Top Six Countries with Data on Human Resource (left)
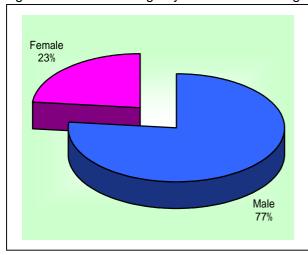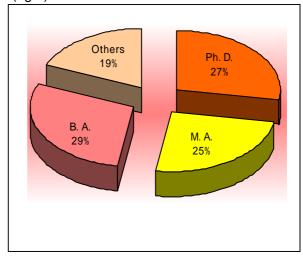Fig. 3-5-2-2   Percentage of Human Resources with E-Mail (right)

More than 70% of the human resources registered on the human resource network have e-mail addresses as shown in Figure 3-5-2-2. Though there is a tendency to think that not many own mail addresses in developing countries, information can be provided to these human resources and contacts made any time by e-mail. Excluding the mail addresses shared by several persons in the office, 94% of those registered have their own e-mail addresses. As shown in Fig. 3-5-2-3, 23% of registrants are

female and this number of expected to continue increasing. As Fig. 3-5-2-4 shows, the number of human resources having a doctorate degree, master degree, or bachelor degree is the same at around 30%. Other types of personnel make up 19%, indicating that various personnel are available, However the information collected is not necessarily limited to human resources with higher education.

Fig. 3-5-2-3   Percentage by Gender (left)
Fig. 3-5-2-4   Percentage by Educational Background (right)

3-5-3. Future Developments

The ADRC E-net aims to track disasters and disaster reduction related personnel in Asia and in the world to contribute to the reduction of damages from disasters. The ADRC is currently considering the registration of new members as well as the use of mailing list to promote exchange between members on disaster reduction. This is expected to enable the exchange of information and data between members as well as mutual exchange through participation in conferences and training. It is also possible to use mailing lists to provide regular and irregular information. The ADRC E-net is a fundamental database for this purpose. The following shows the initial screen.