

4 Human Resource Development

Although the Joint Forest Management order (SRO 61) was introduced six years ago in J&K, it has not been widely promoted because of the disturbances in the state over the last seven years. Regular activities of the Forest Department came almost to a halt in the entire Kashmir region and many parts of Jammu between 1989 and 1996 because of the poor peace and order situation. During these years, the state remained under the Governor's rule, and then under Presidential rule until September 1996. All this time, the government was fighting a proxy war with militancy, and its main attention was focused on the law and order situation.

Notwithstanding the difficult situation, the Social Forestry Project organised a state-level Joint Forest Management workshop at Patnitop in May 1994, at which an attempt was made to raise the awareness of local people on Joint Forest Management. A district level workshop was then organised at Udhampur in December 1994, as a follow-up to six village-level workshops held in the district. The intention of these workshops was to provide a forum for introspection and exchange of ideas between villagers and field staff at the grass roots' level for better understanding of JFM processes in general and SRO 61 in particular. Many valuable suggestions emerged in these workshops. Later, similar district-level workshops were organised in Kathua and Jammu districts.

4.1 Institutions for Human Resource Development

4.1.1 Universities and Colleges

The major Universities in J&K are Jammu University, Kashmir University, and the Share-i-Kashmir University of Agriculture, Sciences and Technology. These universities, and the colleges affiliated with them, provide learning opportunities in arts and sciences. A number of universities, and colleges affiliated with them, conduct seminars and symposia on environmental awareness and various related issues. These institutes are quite unaware of the Joint Forest Management concept, however, which has not yet been included in their curricula.

4.1.2 Government Training Institutions

Various government offices and departments have training institutes at the field level which impart relevant training to lower- and middle-level professionals.

Kashmir Forestry Training School, Chittarnar, Kashmir

The Kashmir Forestry Training School is located near Bandipur at Chittarnar. This institution was established in J&K State prior to the independence of India. The Institute provides in-service training to Foresters, and occasionally training for Deputy Foresters and Forest Guards.

A Deputy Conservator of Forests or Senior Assistant Conservator of Forests heads the school. He is assisted by two Forest Rangers and other supporting staff. Every year 20 to 25 Foresters are trained at this institute. The course curricula are shown in Table 4.1.

Soil Conservation School

The Soil Conservation School is situated at Miran Sahib, about 14 km from Jammu. It has a hostel, a museum, and a library.

The school provides in-service training on soil and water conservation to Foresters of the Forest Department and to candidates of the level of Sub-Assistant deputed from the Agriculture and Rural Development Department. The school has also started a course in forestry for Deputy Foresters and Foresters.

An officer of the rank of Deputy Conservator of Forests or Senior Assistant Conservator of Forests heads the school. He is assisted by Forest Rangers

and other supporting staff. Some of the courses offered in the school are shown in Table 4.2.

The Forest Guards' School

The Forest Guards' School is located about 30 km from Jammu at Doomi (Akhnoor) on the banks of the river Chenab. Forest Guards are provided with six months in-service training in various topics as shown in Table 4.3.

Other Courses

The forestry training schools have recently been improved to impart special training to Foresters in computer applications. Special courses are being organised for new recruits to the Forest Protection Force, which was recently set up in J&K. The schools have the potential to cater to the special training needs for JFM and other emerging areas in forestry. The Indira Gandhi National Open University has expressed an interest in starting a study centre especially for JFM at the Forestry School, Miran Sahib, Jammu.

Table 4.1: Course Curricula at the Kashmir Forestry Training School

Courses	Laboratory Work Includes	Field Excursions Include
Silviculture and Management	Identification of NTFP	Field botany
Forest Engineering	Identification of geological and entomological specimens	Nursery practices
Forest Utilisation	Identification of barks, seeds and fruits	Use of survey instruments
Forest Laws and Accounts	Seed testing	Depots and saw mills
Forest Protection	Logging operations	Industries and factories
Wildlife Management		Tours are conducted within and outside the state.
Forest Botany		
Soil Conservation		

Table 4.2: Courses Offered at the Soil Conservation School

Courses	Study Tours
Soil Conservation	Within the state: Kathua, Billawar, Udhampur, National Highway, Kashmir Valley, and other districts
Soil Conservation Practices	Outside the state: Hoshiarpur, Mandi, Sunder nagar, Indo-German Agricultural Co-operative works in Himachal Pradesh, Pinjore, Chandigarh and the Punjab, Bhakhra Nangal Project, Forest Research Institute, Dehradun, Soil Conservation Training Centre, Dehradun, Indian Agricultural Research Institute, New Delhi
Biological Measures in Soil Conservation	
Forestry and Soil Conservation	
Agronomy	
Afforestation	
Soil Science	
Practical and Field Study in Soil Conservation	
Soil Conservation Laws	

Table 4.3: Course Offered at Forest Guards School

<p><i>Elementary Silviculture</i></p> <ul style="list-style-type: none">• Identification of forest trees, herbs, shrubs, climbers, and grasses• Natural regeneration and dispersal of seeds• Nursery techniques/cultural operations• <i>Departmental works</i>• Including disposal of felling refuse, debris burning, controlled burning, sowing and planting, and demarcation	<p><i>Mensuration</i></p> <ul style="list-style-type: none">• Measurement of standing trees, instruments, callipering rules, height measurement, log and scant measurement <p><i>Utilisation</i></p> <ul style="list-style-type: none">• Marking of trees (types of marking, felling coupes, coupe register, and entries)• Types of felling damage• Stump counting• Resin tapping• Minor Forest Products'(MFP) collection
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