

4 Human Resources' Management and Training for Staff Involved in Forest Resources' Management in Yunnan

The strategy for developing concrete curricula that address emerging issues in the process of JFM is currently under development at the Academy. The Academy is in an advantageous position for developing such training packages as it remains closely in touch with the latest issues as a result of the following.

- The sandwich pattern of training for IFS Probationers offers the ideal opportunity to transfer the latest knowledge from different states to the Academy during the Advanced Phase.
- The study tours offer rich opportunities for visiting faculty and probationers to update their knowledge and awareness of the latest events in the field in different states.

These enabling factors place the Academy in an ideal position to develop an overview of events on a national basis. The integration of information at the Academy serves to enrich the profile of the ongoing process. During the recent meeting of the National Support Group for JFM at Jaipur (April 1998) it was suggested that the Indira Gandhi National Forest Academy (IGNFA) should also take up the task of formulating modules for imparting training in

JFM to people below the rank of IFS. It is equally important that knowledge about the JFM process be shared with voluntary agencies (VAs) and village institutions (VIs) as they are the key stakeholders in the process. Appropriate curricula should be compiled for these stakeholders. The actual task of training IFS officers, VAs, and VIs can be taken up by the Academy and/or other institutions as appropriate.

The erstwhile Indian Forest College was renamed the Indira Gandhi National Forest Academy in 1987, giving it a national status. The history of this institution dates back to 1938, and it is one of the largest training centres for front line forest managers in South Asia. This institution has trained forest officers from most of the HKH countries in the past as foreign trainees (FT). Table 4.1 lists the number of FTs trained from different countries.

In view of its national character, the Academy is also in a position to organise training modules for front line forest managers from other HKH partner countries. With the additional infrastructural demand in the Ninth Five-Year Plan, IGNFA is looking forward to assuming the complete role of a Staff College. Its enabling

Table 4.1: Number of Foreign Trainees from the Hindu Kush Himalayan States

Name of Country	Trainees
Afghanistan	6
Pakistan	--
Nepal	218
Bhutan	27
Myanmar (Burma)	--
Bangladesh	1

environment will match the training needs of the HKH region, and the curricula developed for VAs and VIs may be used by partner countries. The ecological and environmental similarity in the HKH region across the international borders offers many opportunities for strategic planning,

although the social diversity must also be considered. The Academy can cater to the need for capacity building in the forestry sector and for revamping forest management approaches to fit the new context.