

# RECOMMENDATIONS

OF

## TWO-DAY TRAINING WORKSHOPS FOR THE IFS OFFICERS (*SPONSORED BY THE MINISTRY OF ENVIRONMENT AND FORESTS*)

DURING 2005-06

1. **Recommendations of two-day training workshop organized by the Xavier Institute of Management, Bhubaneswar for IFS officers on “ Extension of Forestry Activities- Ways to be Effective” during September 29-30, 2005.**
  - In light of implementation of Panchayati Raj system in states forest department need to find out the mechanism so that relationship helps in promoting the cause of forest department.
  - Entire work force of forest department particularly front line officers should be trained in extension skills.
  - While designing training it should be taken care that training is vertical (i.e., all level of forester of the division) are trained simultaneously and together. If required, the community representatives should also be part of the training programme. This would help not only in better implementation of programme, and in giving the feeling of group responsibility but also help when one or more officers are transferred.
  - There is urgent need of removing the ‘**unnecessary procedures**’ and also to minimize the systems like, transit pass / permission to cut and transport the trees grown on private land.
  - There should be established system of documenting the technologies, innovations, research findings which can be later used by others.
  - A system needs to be developed for sharing information by different research/extension wings of central and state forest institutions.
  - There is good no. of literature available on the various subjects related to the forestry in various national and international publications, but there is no such system/institution where we get all these according to our requirement (catalogued and categorized in to various subjects).
  - There is a need of an independent cell responsible for the extension related issues so that information and communication gap between different departments of the forest department, between forest department and community, and also between forest department and media are bridged.
  - Foresters need to go out of the boundaries of forest land to see the objective of 33% of our geographic area is under forests/tree cover.
  - There is need of training and sensitizing forest officers to change the mindset of ‘**estate manager**’.
  - It is important to understand that capacity building should come before actually changing the system or vesting with new responsibilities. This is true both for the communities and the forest department as well.
  - Forest department should be media friendly.
  - Forest department should have an officer (both at state level and district level) responsible for media interaction.
  - The guidelines for the officers for the media interaction (e.g., giving press release, attending press conferences, giving interviews to media, and budget for giving advertisement in local media) should be made clear.

- For effective extension the district level officers should spend maximum time in the field and not in the meetings.

2. **Recommendations of the two-day training workshop organized by the Amity School of Natural Resources and Development, Noida for IFS officers on “ Forest Certification- Implications on Forestry in India” during October 18-19, 2005.**

- There should be a national forest certification policy in conformity with National Forest Policy should be part of taking cognizance of sectoral needs and priorities.
- The forest certification should not only focus on natural forests but also to forest produce coming from agro-forestry, plantation forestry, irrespective of ownership.
- The working plan document has to be tailored in such a manner that it becomes strength for certification plan. National Forest Working Plan Code may be revised to include various criteria and indicators to facilitate the certification process.
- There is a need for research and generating and creating and strengthening existing data-base; and state of art information related to various aspects of forestry in order to implement sustainable forest management and facilitate forest certification. Generally, there is lack of information and data on various aspects of non wood forest produce and therefore efforts should be made to generate information base for facilitation of certification of non-wood forest products.
- National Bureau of Forest Genetic Resources should be established which shall also take into account the certification aspects of forest seeds apart from germplasm conservation. This would help in setting standards for certification.
- Research and management institutions like IIFM, ICFRE, NBRI, ICAR, State Research Institute and other academic institutions including other stakeholders should be involved with the task of setting the standards, yardstick for sustainability protocols and studying consumer behaviour regarding certification.
- Training on various aspects related to certification, and related norms need to be given to concerned stakeholders with particular reference to field personnel.
- There is need for creating demand for certified forest products. It can be done by providing fiscal incentive (Tax concessions) to industries, agro-forestry producers and also by creating awareness of process of certification.
- Government of India has already established National Governing Body on Forest Certification. The task needs to be expedited by expanding the membership by having representation from the State Forest Departments, Forest Development Corporations and other stakeholders and organizing series of consultative meeting involving various stakeholders.

**3. Recommendations of the two-day training workshop organized by the Jungle Lodges and Resorts Limited, Bangalore for IFS officers on “Scope of Eco-tourism and ways to sustain it without affecting the ecology of the area” during November 17-18, 2005.**

(i) For the benefit of the forest officers and other stakeholders, the MoEF may issue clear guidelines/clarifications on the activities permissible under “eco-tourism” in the Protected Areas and other forest areas and whether these activities are ancillary to Forest Conservation.

(ii) “Eco-tourism Boards” may be constituted at the GOI level in the MoEF and in the States to guide & provide policy framework for the development & promotion of eco-tourism in the country. The Board may include various stakeholders - representatives from the state forest departments, tourism department, private entrepreneurs/resort owners, NGOs, local communities, research institutions and other stakeholders.

(iii) The existing “Eco-tourism” must be brought under proper Regulatory and Monitoring Mechanism

(iv) The Board should have authority to

- ◆ To evolve broad guidelines, using studies carried out by professional/scientific research institutes, for arriving at the ‘carrying capacity’ of each eco-tourism site thus assisting in the zonation of each site.
- ◆ Facilitate starting up and promoting of eco-tourism projects in the country/state
- ◆ To liaison with various govt. departments to ensure setting up of systems to sanction, regulate and monitor eco-tourism projects.
- ◆ To collect entry fees and cess from eco-tourism operators to be used for various developmental activities of the eco-tourism sites and for the welfare of the local communities.
- ◆ To certify and award ratings to various eco-tourism projects/sites based on certain fixed criteria.
- ◆ To build the capacity of naturalists/guides/local communities for their meaningful involvement in the eco-tourism projects.
- ◆ Have local offices or create ‘Village Eco-tourism Committee (VEC)’ in various regions/zones or at the eco-tourism site level to implement the policies at the local level.

**(v) CARRYING CAPACITY AND LOCAL COMMUNITY**

- ◆ A VEC of all stakeholders (in consultation with the Board) shall determine the parameters & weightages to be assigned to various management aspects for arriving at the actual carrying capacity of an eco-tourism Area.
- ◆ VEC should be involved at the planning stage of the Protected Area.

4. **Recommendations of the two-day training workshop organized by the RCVP Noronha Academy of Administration and Management, Bhopal for IFS Officers on “ Wildlife Crime :- Strategies to Prevent Organized Poaching ” during November 29-30, 2005.**
- There should be an independent, competent and specialized statutory body to monitor and implement strategies to prevent organized poaching at National and State levels
  - Focused attention should be given to Human Resource Development (HRD)
    - (i) By providing incentives to employees working in Protected Areas.
    - (ii) By organizing skills up-gradation training courses for RO's/ frontline staff in collection of evidence, remand report, recording of confession, preparation of charge-sheets, cross-examination, trial of cases and other legal procedures
  - Sufficient budget allocation including alternate fund raising mechanisms
  - There is need to establish a legal cell in the Circle offices to assist in expediting trials. A legal expert (advocate on contract) may be made available for expert guidance
  - Establishment of a State Forensic lab for identification
  - Establishing special Courts under Section 13 (iii) of Cr. P. C. for fast trial of wildlife cases

5. **Recommendations of the two-day training workshop organized by the Kerala Forest Research Institute (KFRI), Peechi for IFS Officers on “ Environmental Impact Assessment (EIA) :- Need and methods for Assessment ” during December 01-02, 2005.**

- EIA should be conducted by an accredited agency and not the one proposed by the project proponents.
- The Forest officers having jurisdiction over the area must be consulted in the EIA process.
- In the public hearings, the local inhabitants and genuine interest groups should be adequately represented. Public hearings without exceptions may be notified in local newspapers along with a summary report
- It may be made mandatory for the governmental and non-governmental agencies to provide authentic source(s) of data
- To avoid any controversy in future, audio-visual recordings of the public hearings should be made mandatory and minutes of the public hearings should be made public as soon as possible
- Strict implementation of EIA conditions should be ensured by strengthening the monitoring mechanism
- Regional Offices of the MoEF should be involved in the Environmental Clearance process as in the cases under the Forest (Conservation) Act, 1980
- Environmental Courts should be established

6. **Recommendations of the two-day training workshop organized by the Indira Gandhi National Forest Academy (IGNFA), Dehradun for IFS Officers on “ Training Needs Assessment at various levels of Forestry Services ” during December 06-07, 2005**

The discussions were held for four levels of forestry services i.e. APCCF/CCF, CF/DCF, ACF/RO and Frontline Staff. The recommendations for each level are mentioned below

**A. Additional PCCF/CCF**

- Training requirements – it is recommended that training is required to keep the officers abreast with the current policies and developments in forestry sector. The main emphasis should be to have a clear role prescription as well as ability to project requirements and activities of the forest departments in the right perspective
- The training needs should be identified on the basis of roles and responsibilities
- IGNFA and other highly reputed institutions should prepare modules along with the reading material for imparting training. It is recommended that the training should also be organized in the 24<sup>th</sup> and 27<sup>th</sup> year of service for duration of 3-5 days
- Greater flexibility may be accorded to IGNFA for inviting Guest Speakers/Experts and honorarium/fee to be paid to them for effective implementation of training programmes

**B. CF/DCCF**

- Current levels of training conducted by the IGNFA and MoEF should be continued especially the promotion linked trainings and the compulsory courses
- Greater emphasis on specialization should be given at this level. The specialized trainings could be of duration one month to one year at national and international institutions
- The training needs should be identified on the basis of roles and responsibilities on their knowledge and skills
- The MoEF could consider more broad-based roles for IGNFA and other institutions for effective implementation of training programmes
- The MoEF could also consider revising the total limit of honorarium paid to a resource persons as well as honorarium paid for single lecture sessions so that the institutions are able to invite renowned scholars and subject matter specialists in concerned fields, to improve the quality of training courses

**C. ACF/Range Officers**

- There is a strong need to review the training at this level
  - Need to examine as to how to make it compulsory
  - Need for attitudinal change so that training can be considered as one of the most important aspects of job performance
- The Government may consider training as one of the eligibility criteria for performance evaluation
- The Government may also consider linking training with promotion

- The State Governments should review their HRD policy, especially in context of cadre Management
- Due to fund constraints with the State Governments, very often the officers are not able to attend the training courses. The GoI should make provisions for TA/DA for these officers. A separate provision could be made to invite eminent resource persons from outside the state by providing sufficient funds for traveling expenses and honorarium

#### **D. Frontline Staff**

- There is a strong need to develop some system of regular promotion linked training or after promotion skills up-gradation training programmes to the promoted frontline staff

- **Promotion linked skills up-gradation training**

Forest Guards to Foresters            --            4 weeks

Foresters to RO                            --            4 weeks

- **Refresher/ theme-based/ competency-based trainings**

At regular intervals, of say 2 years, two-week trainings should be organized

There should be more interaction between middle and senior level officers with frontline staff especially during these courses. This will help in raising the self-esteem of the staff as well as help develop greater cohesion within the department. The problem of role reorganization for the staff could also be addressed.

**7. Recommendations of the two-day training workshop organized by the Centre for Bio-Social Advancement (CBA), Kolkata for IFS Officers on “ Issues involved in Man-animal conflict- Strategies for Mitigation” during December 19-20, 2005.**

**Legal issues:**

- (i) Section 11 (1) (a) of the Wildlife (Protection) Act, 1972 does not provide for action to deter wild animals belonging to Schedule – I causing economic distress by crop and property damage. This is to be redressed.
- (ii) Provision of Sec 11 (1) (b) of WPA, 72 relating to wild animals belonging to Schedules II, III and IV is hardly made use of by authorized officers in the states due to psychological, social and cultural inhibitions in respect of hunting of deer and antelopes. Clear guidelines from the central government and/or specific stipulations in the State Rules on W(P)A, 72 for mandatory actions by authorized officers in case of certain type of damages will improve law enforcement on this respect.
- (iii) W(P)A, 72 is required to provide for realization of compensation and fine from owners of scheduled animals which cause death, injury and/or pecuniary loss.

**Planning issues:**

- (i) Realizing that ad-hoc crisis management is the norm – even when conflicts of same nature involving same species of animals and in the same region recur almost every year -- it is considered necessary to draw management plans in advance to deal with conflict situations on the basis of regions.
- (ii) These plans should describe the backdrop of the conflicts and stipulate mitigation measures on managerial, technical, social and fiscal considerations.
- (iii) Periodic (say 5 – yearly) revision of the plans would be needed on changing conflict patterns.

**Co-ordination issues:**

- (i) Conflict related stress and public resentment are often exacerbated due to denial of assistance (and even sympathy) by local staff of the State Forest Departments(SFDs) other than those belonging to the wildlife wing. Such instances of dearth of intra-departmental coordination need to be redressed urgently by doing away with overlapping jurisdictions and/or vesting CWLW with supervisory / administrative authority over staff engaged in functions other than wildlife management- particularly in areas prone to wild animal damage.
- (ii) An institutionalized mechanism of inter-departmental coordination (in particular with Revenue, Police, Panchayat and Veterinary Departments) would be of immense value to mitigate man-animal conflicts amicably. Regional committees headed by Divisional Commissioners or other appropriate levels can be the platform for such coordination. This can be strengthened by issue of directives by the Chief Secretary of the state to the heads of concerned departments regarding responsibility and accountability in respect of man-animal conflict management. Director General of Police should in addition alert the Superintendents of Police in conflict prone districts to be proactive for animal depredation control.

**Funding issues:**

- (i) Central assistance for conflict management, including provision of succor to people in distress due to such conflicts, is currently available under schemes for Protected Areas (PAs), viz., Elephant reserves, Tiger reserves, National Parks and Wildlife Sanctuaries. Animal damages frequently occur far away from the limits of these PAs and involve animals like wolves, primates, crocodiles, etc. which often operate in non-forest regions. It is desirable that central government initiate a new scheme to assist states in such situations.

(ii) Community groups, particularly Forest Protection Committee (FPC) and Eco-development Committees (EDCs), are to be encouraged to maintain revolving funds to sustain conflict resolution endeavors at times of scarcity of resources with forest managers.

**Distress alleviation issue:**

(i) Current procedural hurdles should be done away with to ensure quick disbursement of ex-gratia grant for death, injury and crop/property damage. Trust should be reposed on the local Divisional Forest Officer to take the responsibility of making payments to the identified beneficiaries.

(ii) Scale of payment should be at par with that of vehicular accident cases : Death = Rs. 3.50 lakh; Permanent disability = Rs. 1.75 lakh and other injuries = Rs. 87.50 thousand. These rates should be uniform all over the county.

(iii) Immediate material assistance is of great help to people suffering from animal depredation. Forest and other relief departments should, therefore, keep bamboo, thatch, tarpaulin, firewood, kerosene, food grains, blankets, utensils, etc. ready in stock for distribution to affected people at times of need.

(iv) People are to be motivated to take recourse to insurance schemes.

**People's participation issues:**

(i) Schemes/plans for conflict management, especially prevention and control of crop/property damage and injury to or loss of human life, should be formulated through participatory approach of stakeholder consultations. For this purpose, institutionalized local committees like FPC/EDCs should be constituted.

(ii) Local communities with adequate traditional knowledge should be empowered to use indigenous wisdom for conflict resolution, eg, use of human hair to deter wild pigs, etc,

(iii) Orientation programmes for community leaders on aspects of habitat conservation, sustenance of vital corridors, etc. to reduce chances of conflicts with wild animals may be organised.

(iv) Linkage with panchayat functionaries is to be strengthened for amicable resolution of conflict situations.

(v) Orientation programmes for forest staff are to be organized for building a positive attitude towards local people.

8. **Recommendations of the two-day training workshop organized by the Indian Council of Forestry Research and Education (ICFRE), Dehradun for IFS Officers on “ Climate Change Mitigation:- Role of Forestry and Sink Projects within CDM Framework” during December 29-30, 2005.**
- Following definition of ‘Forest’ with respect to Clean Development Mechanism (CDM) should be considered for communicating to the UNFCCC, so as to cover both the agro-forestry and forest areas of the country
    - A tree crown cover of 20 percent
    - Tree height of five meters
    - Minimum area of 0.05 ha.
  - CDM Projects should be promoted both in forest areas and outside forest areas
  - Need for having national inventories of anthropogenic emissions and removals
  - Promote appropriate scientific research, exchange of information between institutions and sharing their resources for optimum utilization
  - ICFRE should provide know-how to State Forest Departments for developing CDM Projects
  - Project Design is crucial. Methodologies to determine baseline of Carbon stocks, monitoring, additionality and leakage should be addressed properly in Project Design Document (PDD).

9. **Recommendations of the two-day training workshop organized by the NIIT – GIS Limited, New Delhi for IFS Officers on “Strengthening GIS Implementations in Indian Forestry” during January 17-18, 2006.**

- National Database Design Code on the lines of Working Plan Code may be prepared
- MoEF may appoint Central Co-ordination Unit for standardizing
  - Database Design
  - Spatial data – Map layers i.e. administrative boundaries, compartment boundaries, forest cover, forest types, density class, plantations, landuse, drainage, contours, roads etc.
  - Integration of MIS with GIS data
- FSI may be considered to co-ordinate standardization of procedures.
- MoEF Portal may coordinate knowledge sharing in a secured way
- MoEF may explore creation of ‘GIS cadre’ from selected experienced officers at various levels in the States
- Regular workshops may be organized on specific topics for GIS development
- Each State Forest Department (SFD) may have a ‘State Nodal Unit’ for integrated database management
- Each SFD can assign the ‘State Nodal Unit’ responsibilities for
  - Coordinating with other departments like PWD, Land Records (Revenue), Survey of India, Census of India, Botanical Survey of India (BSI), Zoological Survey of India (ZSI), Geographical Survey of India (ZSI), Wildlife Institute of India (WII)
  - Data Administration in the State
  - Coordination regarding Standards with FSI

10. **Recommendations of the two-day training workshop organized by the Institute of Wood Science and Technology (IWST), Bangalore for IFS Officers on “Advancements in Wood Production and Utilization” during January 30-31, 2006.**

#### **Wood Production**

- Adequate budget should be provided for effective implementation of silvicultural operations prescribed in the management/working plans to improve the quality and productivity of the forests to optimize wood production.
- Focused, coordinated and market driven research and development should be carried out under mission mode approach for efficient production and planting stock improvement for better productivity, gene mapping, germ plasm conservation and utilization of lesser known species.
- There should be a special focus on utilization of wood

#### **Wood Utilization**

- Wood working should be brought out of unorganized sector by training artisans and wood workers on modern machineries, facilitating entrepreneurship development and forging market linkages. An apex body at national/regional/state level should be constituted/nominated for this purpose
- Retail sale policy should be formulated for important timber species and fuelwood to meet genuine the domestic requirements of the people. For example: in Kerala retail depots have been set up
- There should be adequate stocks of treated bamboos, poles and fuelwood in identified districts to meet natural calamities
- Wood processing technologies (sawing, seasoning and treatment) and rational utilization of wood should be popularized by adopting extension and training methodologies on a larger scale.

#### **Policy and Management Issues**

- Restrictions and regulations for growing trees on private land and extraction, transport and trade of such wood and wood products need to be examined and liberalized to boost the wood production
- Land ceiling laws should be reviewed and liberalized to facilitate tree farming on a larger scale and investments by private growers
- Since wood is one of the most energy efficient materials, the present national policy of substitution of wood by non-wood products needs to be reconsidered
- States may consider minimum support price for timber produce from private lands and provide tax incentives for such plantations
- Inter-sectoral co-operation with agriculture and animal husbandry departments is required to tackle the problem of excessive cattle population. Grazing policies of states should be reviewed and grazing settlements should be revised to facilitate improvement in productivity of forests
- Efforts should be made to develop district-level cooperatives for agro-forestry, raising energy plantations and wood products on the lines of sugar and milk cooperatives. FPC's may also be mobilized for this purpose
- The national forest products statistics system at the national and state level should be improved and harmonized to facilitate accurate and timely collection of data related to wood and wood products production, consumption and trends in demand

- Phasing out of plantations of selected tree species that are predominantly grown by farmers should be considered from forest lands to ensure better remuneration of produce to them and also thereby facilitate better linkages between producers and consumers
11. **Recommendations of the two-day training workshop organized by the Indira Gandhi National Forest Academy (IGNFA), Dehradun for IFS Officers on “How to be Effective in Cadre Management of Forestry Services?” during February 02- 03, 2006**

## 1. Status and Cadre Management of State Services and the Frontline Staff

### (a) Recruitment

- The recruitment in forestry services in the States is to be done only at the level of Forest Guard and Forest Rangers and to ensure a minimum of two promotions, the posts in all other cadres i.e. Foresters, Deputy Rangers and ACF are to be filled up by promotions only
- The maximum age for the recruitment at Forest Guard level be kept at 25, with age relaxation for reserved categories as provided in the Govt. policies
- The minimum educational qualifications for Forest Guards be fixed at intermediate (12<sup>th</sup> pass), and for Forest Rangers level be fixed at degree with science subjects. It is also recommended to fix uniform physical standards on the lines of para military forces and armed constabulary service
- While recruiting the forest Guards, the daily wage watchers, mazdoors should be given a certain weight-age for the number of years of their service in the department, without compromising the overall qualifications. The selection process for the frontline posts may limit the eligibility only to the candidates belonging to the particular state and the knowledge of the local language be made essential
- The fixation of cadre strength of all cadres and their review should be conducted at regular interval preferably every five years. It is also recommended to amend the provisions making it compulsory to recruit annually, limiting the annual recruitment at 3 to 4 % of total cadre strengths at each level

### (b) Promotions

- It is also recommended to make sure that At least 3 assured promotions for the frontline staff be given and holding of annual DPC meetings be made binding

### (c) Training

- Initial training for all frontline staff be made compulsory at the time of induction. The training for forest guards is to be of the duration of 6-8 months. This induction training is to be followed by compulsory in-service trainings at an interval of every 3 years, the duration of which is proposed to be of one to two weeks
- A one month promotion-linked training, at every level of promotion is also recommended

### (d) Transfer Postings

- The following criteria are recommended for the transfer policy for frontline staff. The recommended transfer policy is as follows:-

Category of Frontline staff	Limits within which transfer is to be allowed	Authority to be empowered
Forest Guard	District	DFO
Forester and Deputy Rangers	Revenue Division / forest circle	CF
Forest Rangers	State	CCF (Headquarters)/ PCCF

### **(e) Consolidation and Protection**

- (i) The present system of beat and section be continued, and for effective patrolling the provisions for vehicle and arms be made, by strengthening the existing facilities.

## **2. Status and Cadre Management of Indian Forest Service**

### **(a) Recruitment**

A maximum of 65-70 officers should be recruited in the coming years to tide over the present position of non-availability of junior officers in the states

### **(b) Cadre Strength**

In general the cadre strength of the States may not be increased, but the GOI should be liberal in allowing the restructuring and readjustment of senior duty posts to tide over the present crisis. The MoEF should pursue the issue of upgradation of the posts available as CDR

### **(c) Cadre Review and Restructuring**

The MoEF has to initiate action to identify CDR and SDR posts and wherever necessary, the State Govt. are to be vigorously pursued to identify more SDR posts equivalent to the strength provided in their cadre strength against these reserves

Posts should be identified in the environment wing of the MoEF for IFS officers.

### **(d) Promotions**

In-situ promotions and provisions of concerned grades to the officers in time bound manner is to be pursued.

### **(e) Cadre Controlling Authority**

- (i) The General Administrative Department (GAD) of the State should be made cadre controlling authority for all the three All India Services
- (ii) The present system of MoEF as cadre controlling authority for IFS officers is to be continued with provision of more supporting staff and strengthening of the IFS division
- (iii) The IFS division of the MoEF has to find out the ways and make provisions for shortening the length of processing of files internally and a full time Joint Secretary dealing only with IFS cadre management be posted in the IFS division of MoEF
- (iv) For empanelment for senior level appointments, batchwise empanelment for the whole year is to be followed in IFS also like DoPT

### **(f) ACRs**

- (i) The MoEF as CCA should continuously monitor the completion of ACRs and should be discussed at the annual meetings of PCCFs/CSs/Forest Ministers. The Uttaranchal model of bi-annual DPC should be followed by other states and MoEF should issue instructions accordingly.

12. **Recommendations of the two-day training workshop organized by the Kerala Forest Research Institute (KFRI), Peechi for IFS Officers on “ Effect of Weeds on Productivity of Forest Plantations and Natural Forests and different Cost Effective Methods for their Control” during February 14-15, 2006.**
- Weed species that need to be managed in different ecological zones in the country should be identified and notified
  - Guidelines for management of such identified weed species should be formulated and a strategy for integrated weed management should be considered
  - The ICFRE shall create a dedicated division/unit for building database on ‘Forest Invasive Species’ in the country, to strengthen the research activities for finding out different cost effective and least harmful mechanical, biological and chemical methods for control and management of the existing FIS and strategies to prevent introduction of FIS in the country/from one biogeographic region to another within the country
  - Due emphasis for weed management should be given in the working/management plans
  - There should be massive awareness campaigns to educate the policy makers, farmers and the public about the ill-effects of weeds that can cause health problems, economic loss and their management
  - All the stake holders need to be trained for early identification and control measures. They must start sharing information on alien invasive species with their colleagues and research institutes on methods which are being adopted for weed management
  - Institutional mechanism for periodical review of research and management strategies should be established. Institutions such as ICAR, ICFRE, CSIR, NRCWS, SFRIs, KFRI and Agricultural Universities can work in collaboration. ICFRE should be the nodal agency
  - Utilization of weeds as a management option needs to be promoted in association with other methods

