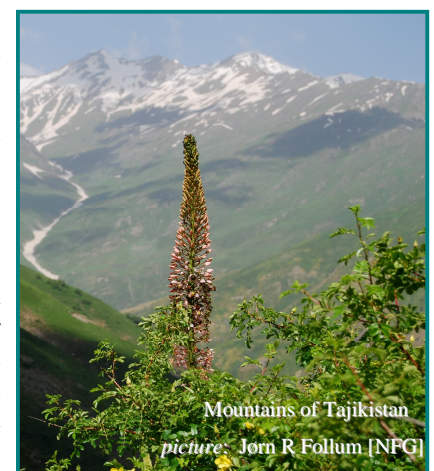
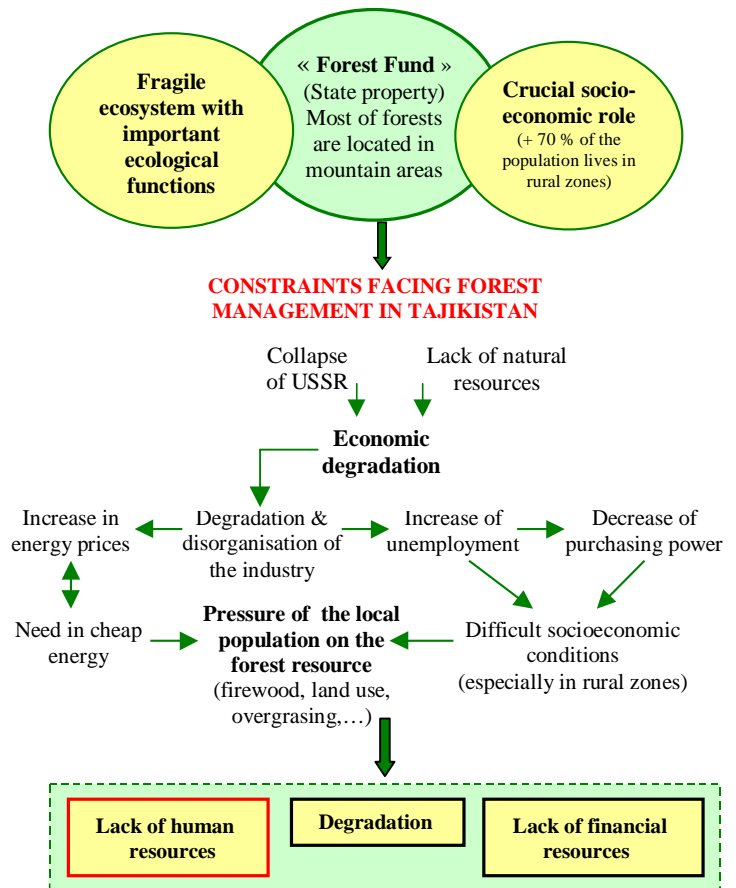


## Development of technical and professional training systems and methodology for vocational training within the forestry and environmental sector in Tajikistan

### The need to Education/Training for Sustainable Forest Management in Tajikistan : the NFG vision

Tajikistan is in transition to a market economy. This transition is not easy and the country is facing difficult social and economic situation which appears on all levels, including the forestry sector. Forest/land resources in Tajikistan endure an active degradation process and become more and more alarming because of the influence and pressure of various negative **environmental** conditions (fragile ecosystem, dissected relief, extreme climate, etc.) on the one hand, and **anthropogenic** factors (inappropriate and excessive forest/land use, overgrazing, inadequate irrigation, etc.) on the other. Also, the insufficiency of human resources is considered as one of the main constraints facing the forest management in Tajikistan. This factor aggravated the situation in the forestry sector especially because of the decrease of the Education/Training level: lack of motivation and perspectives (most part of experienced and skilled forest specialists have left the sector), a level of preparation of experts is extremely low, low technical bases, lack of highly skilled managers, foresters, etc. Thus, there's no upgraded capacities to fulfil modern requirements regarding Sustainable Forest Management [SFM]. For this reason there's an urgent need for adequate technical and professional training especially for forestry professionals (operational forestry and management) and land users. This necessitate a highly skilled competencies (experts, trainers, instructors, etc.) that should work in straight link, collaboration and partnership with all the institutions and concerned people (experts, specialists and managers in charge of forest management, users, etc.). In this perspective, the Education and Training should be seen as an investment which will produce returns, as an integral part of environmental, social and economic strategies. If this will be done with adequate skills and knowledge, it would be a real investment that not only will improve the environmental aspects and population education/training quality but also will significantly enhance the economic prospects and welfare of people.

All countries with forest resources of any significance should have a strategy to develop a structure of forest and forest-related scientists, educators, instructors and trainers who should constitute a **“core group”** which support national education/training system, and on whose knowledge, experience and practices would be based all formulation of policy, legislation and management concerning forestry sector. When education and training are implemented properly, people would have real opportunities to develop their potential and to increase their self-confidence and desire for progress. Education and training would also lead people to participate more effectively in defining the needs for research and validation to solve their most common problems, with less risk, less demanding in inputs, with more effectiveness, and with minimum dependence from outside sources. In other words, they would be able to distinguish between the important, the appropriate and the pertinent, what they can do and what they cannot do, what's permitted and what's prohibited. In this objective, **Education/Training** should prioritise human development to achieve endogenous capacity in the individual, the community, the region, and in the country.



# The NFG project Inception Phase



Discussion between NFG representatives & Tajik Partner [NGO/ IUCN]  
 picture: Jørn R Follum [NFG]

The main challenge of **NFG** project is to work as a network of institutions linked with a working plan to be implemented through a commonly accepted road map. Thus, in the **inception phase** (the launch of the project), different interested groups linked to forestry and land use sector in Tajikistan (scientists, managers, NGOs, professionals, land users, etc.), at different levels, with different interests, have to discuss and find a common understanding of the main objectives of the project. This phase is decisive, it represent the basis for an efficient work of the planning process. In this objective, the **NFG** experts have manoeuvred to get in touch with all the stakeholders at different levels. In order to identify the key (and interested) stakeholders, built a real partnership, get more information and understanding, many working sessions, discussions and debates were carried out **individually** (with each stakeholder separately) or **participatory** (with all the key interested groups and individuals). As a result, all the main institutions and organisations linked with forestry sector in Tajikistan were contacted [State Committee on Environment Conservation and Forestry ; State Forest Institute ; NGO / Center of support and

Development of Natural Protected Areas and Forestry organisations (local and international) working on protected areas and biodiversity management (CARE,...) ; managers of Territorial Forest Management Units (*leskhoz*es), different managers of NGOs and foundations carrying out different activities in ecological, educational and social spheres, etc.]. These working sessions have fruitfully contributed to get constructive and targeted discussions, concerning the development and the implementation of the **vocational training** within the environmental (forestry) sector in Tajikistan.

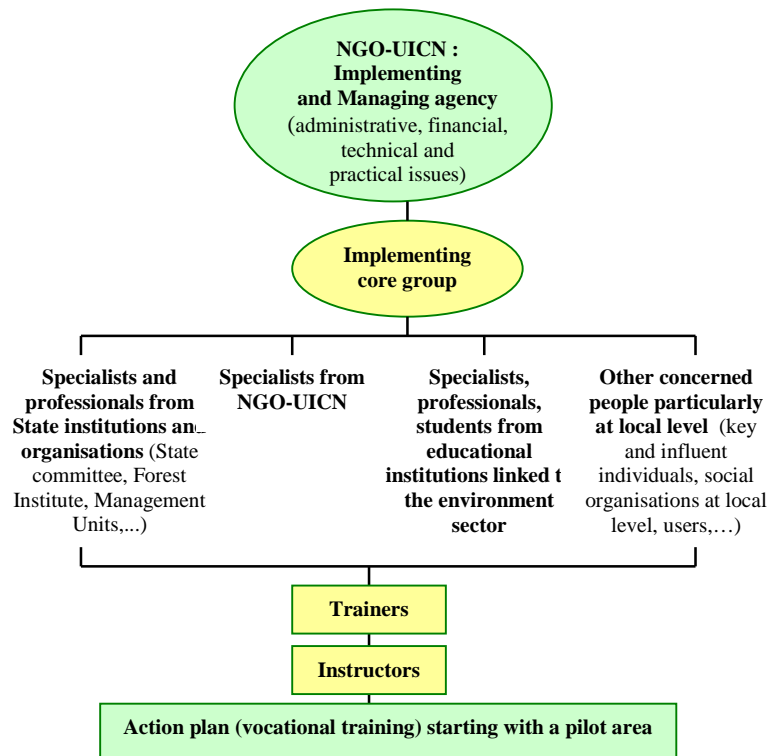
The main task in this phase is to familiarise the key partners with the **NFG** project objectives, approach and methodology, let them react and give their opinion. In this respect, the **NFG** experts have organised a working and interactive sessions in which took part representatives of the various interested groups linked to environmental and forestry sector in Tajikistan). These sessions allowed to well explain and clarify to the local stakeholders the fact that, to respond the exigencies of Sustainable Forest Management [SFM] and to adapt to the realities of the country (social, economic, environmental), forest and land use management, its education system and its training approaches (curricula, teaching and training methods and tools) have to be relevant, pertinent and applicable to the needs of local managers and users. This working sessions allowed to **“open a door”** for a participatory, constructive, and productive debate, concluded by a common understanding and agreement on several important practical issues that allows an efficient start of the project.



NFG representative & Tajik Partners [Forest Research Institute]  
 picture: Jørn R Follum [NFG]

## Definition of NFG project partners

All the partners agreed to affect the task of the implementation and the management of the project at the national level (Tajikistan) for the **NGO/Center of Support and Development of Natural Protected Areas and Forestry [IUCN]**. The choice of this agency was motivated by the fact that, this association got experience in work within the environmental sector, had mutual projects with several institutions and organisations (local and international), and, during several years, it has been supporting Educational/Training programmes in environmental spheres. In despite of their different statuses all the participants approved the need to focus particularly on various stakeholders involvement in all steps and aspects of the vocational Educational/Training process. Furthermore, they require to centre the attention on several direct target groups who are strictly linked to the **“field/practical”** issues and activities at the local level (management units, foresters, local population, users, farmers, etc.).



## Definition of the main thematic and tasks repartition within the core group

During the participatory workshop in which took part all the representatives of institutions and organisations linked with forestry and land use sector in Tajikistan, the participants have designed the **core group** that should manage the project activities at field level. Then, the members have discussed, assessed and defined the training needs at local level, focusing mainly on the pilot area. Based on this, they defined the **main topic (thematic) of training** and tasks to be accomplished by each member (the tasks are related to the defined main topic).

For each task, each member of the core group should elaborate a **report**. These reports are to be considered as a basis for the description of the **“Teaching/Training plan”**. This plan will be the basis of the next step: the planning and development of curriculum, specific training/learning objectives, identification and adaptation of training/learning materials and methods.

In order to avoid inconveniences and misunderstandings, particularly those concerning **the meaning, the contents, the structure and the formulation (edition) of the reports**, the NFG experts explained and clarified **“in details”** to each member the objective and the purpose of their tasks. In this respect, a sort of **guidelines** which will constitute the **“Standard Structure”** of the reports was elaborated to serve as **“rule”** to follow by the members of the core group.

Tasks for the 9 members of the core group

The main topic : “Nurseries and forest regeneration”	
1	-Rules and requirements for the choice of plots for nurseries implementation issues, and gardening activities plantation of fast-growing species. - Training on legal issues and regulations concerning forest/land leasing issues.
2	- Training on the approaches concerning the cultivation of forest and non forest plants in nurseries Training about the main (standard) requirement concerning the choice of seeds and plants (forest and non forests species).
3	-Formation and structure of the groups and their number. -Training on selection of the forest and non forest (fruit) trees species adapted to the region.
4	-Training of the local population on the preparatory works in forest regeneration issues. -Training of the local population about how to carry out new plantations (gardening, forest species,...). -Training of the local population on how to consider “agro-technics” in plantations (forest and non forests species). -Training of the local population on how to select the plots and the plants for forest and non forest species plantation issues.
5	-Training of the local population on forest protection issues and the importance of the role that play the forests (ecological, social and economic aspects). The target group are the pupils and the land users.
6	-Training on alternatives concerning the energy resources using the local natural potential. The target group is people owning enough quantity of livestock).
7	-Training of the local population on the sustainable use of forest resources (especially firewood). -Training of the managing staff of the forest management unit and the protected area on basic topics concerning nurseries oriented to “industrial/commercials” issues.
8	-Training of the staff (different level separately) of the forest management unit, the protected area and other organisers on the process of creation of “industrial/commercials” nurseries for forestry objectives. -Training of the local population on the practical issues concerning nurseries oriented on consumer purposes.
9	-Training of the local population which leased pastures on rational land use in order to minimise the degradation of the vegetation cover. -Training of the workers of the protected area and the local population on plantation and regeneration activities in a defined section. -Training on how to select and plant seed materials. -Training on restoration activities within degraded lands because of the human activities (pastures, excessive collect of firewood, etc.).

## NFG experts in touch with the reality of the field



NFG representative in touch with local population pictures: Jørn R Follum [NFG]

Through the various meetings and working sessions, the **NFG** experts have discussed, structured and agreed with the different partners on the approach and methodology concerning the formulation and the implementation of the field activities. This agreement was based on the evaluation of Training and education in the environmental sector, the assessment of real urgent needs regarding this sphere at local level, the organisation and the actors of the forest sector in Tajikistan. In order to have a better figure about the ecological, social and economic reality and conditions at the field level, several field trips in which took part the **NFG** representatives and many local partners were organised. These field trips covered the pilot zone of the project (*Ramit Ushelia*) and its northern mountain zones within an extremely reduced accessibility.

## NFG project partners in brief :



## NGO/Center of support and development of natural protected areas and Forestry



picture: Jørn R Follum [NFG]

The co-ordination of the NFG project at national level (Tajikistan ) is assumed by the **Center of support and development of natural protected areas and forestry**. This organisation, strictly Non-Governmental [NGO], was initiated by a group composed of young specialists, professionals and scientists rigorously linked to environmental and forestry sector and spheres in Tajikistan. The group is aiming to divert its energy, its knowledge and enthusiasm to the conservation of the common environment which is being degraded due to various factors (economic, social, lack of awareness, etc.).



picture: Kamel Chorfi



picture: Jørn R Follum [NFG]

Among the main objectives of the NGO, education and training occupy a central place. During several years, the association focused its activities on forestry sector through raising consciousness, knowledge and

management skills, notably within the concerned local people (forest managers, users, rural population,...). Applied studies and analysis carried out by the NGO during the last years were achieved through methodical papers, guidelines, and recommendations about protective sylviculture, complex forest usage, nurseries, protection from pests and diseases, etc. Several monographs devoted to forestry has been also edited. The organisation has mutual projects with several State institutions, its staff participates in different projects and develops international relations in the sphere of forestry, preservation of forest biodiversity and forest resources, as well as in training of students and professionals at local level.

## The NFG project partners in 2008



### Leading/implementing Agency:

- **Norwegian Forestry Group (NFG)**, P.O. Box 123 Lilleaker, Lilleakerveien 31, N-0216 Oslo, Norway. Phone/fax: +47 22 51 89 80/+47 22 51 89 10. E-mail: [nfg@norskog.no](mailto:nfg@norskog.no) (contact person: **Mr. Øystein Aasaaren**)



### Partners:

- **State Committee on Environment Conservation and Forestry of the Republic of Tajikistan**, 62 Drugba Narodov Str., Dushanbe 734025, Tajikistan. Phone/fax: +992.372.26.12.43/+992.372.26.24.21. (contact person: **Mr. Davlatov Hursant**)
- **Center of support and development of natural protected areas and forestry (IUCN) of the republic of tajikistan**, Office 2, 12 A.Donish str., Dushanbe 734003 Tajikistan. Tel/ Fax: ++992 37 2260569/++992 37 2260349. E-mail: [eldar@tajik.net](mailto:eldar@tajik.net) (contact person: **Mr. Kokul Kasirov**)

For further information, please contact **NFG** Managing Director, Mr. Øystein Aasaaren: [oystein.aasaaren@norskog.no](mailto:oystein.aasaaren@norskog.no)

Newsletter realised by Kamel CHORFI : [kamel.chorfi@agroparistech.fr](mailto:kamel.chorfi@agroparistech.fr)  
[Chorfi\\_kamel@yahoo.co.uk](mailto:Chorfi_kamel@yahoo.co.uk)

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