



**Government of the People's  
Republic of Bangladesh**

**NATIONAL FORESTRY POLICY, 2016  
(Draft)**

**Bangladesh Forest Department  
Ministry of Environment and Forests  
2016**

## **Draft National Forest Policy, 2016**

### **Preamble**

Even though some form or the other of forest management had long been practiced in the Indian sub-continent, the British rulers were the first to introduce proper management of 'forest estates', which were initially managed through the civil administration. Eventually, the management of forests was vested with the Forest Department after its establishment in the mid nineteenth century. While the first Forest Act was promulgated in 1865, the First Forest Policy came into effect only in 1894. The main focus of that policy was supporting the process of reservation of forest land and the exploitation of its resources for the revenue generation.

The key features of the 1955 Forest Policy, which replaced the 1894 policy included: higher priority and increased financial allocation for forestry activities, enhanced afforestation and reforestation programmes, and recognition of non-tangible benefits from forests. The main focus of the policy was to increase revenue generation through exploitation of forest resources. The National Forest Policy, 1979 emphasized the use of forest land only for forestry purposes, enhancement of plantation programmes, establishment of modern wood based industries, reorientation of research, education and training programmes to meet the required needs and updating of laws governing the administration of forests.

The National Forest Policy, 1994 underscored the need for bringing 20% of the country's landmass under forest cover by 2015, by establishing plantations in available forest land, private homestead land and public institutions, roadside, railway track side, embankment slopes as well as in the unclassed state forest in the three hill districts taking support from local communities and NGOs to ensure people's participation. This policy highlighted, for the first time, the need for the involvement of communities in forestry activities and therein successfully changed the mindsets of the Forest Department personnel into community oriented thinking, which triggered a takeoff of the "Social Forestry" activities under the leadership of the Forest Department. However, many of the aforementioned policy interventions could not be successfully implemented.

The change in the focus of forest management from a production oriented forestry to one of rebuilding and conserving forest resources, together with new challenges in forest management, arising from various impacts of climate change e.g., repeated cyclones, erratic temperature, changes in rainfall patterns and sea level rise, are adversely affecting forest ecosystems as well as the forest dependent communities. These effects are expected to cause a reduction in the ecosystem services from forests. The recorded large scale depletion of forests resulting in a loss of forest resources, wildlife habitats and a decline in species diversity and reduction in overall population are issues of major concern. In addition, increased demand for forest products, rapid industrialization, overall improvement in the economic conditions of the population and the commitments arising from the country's ratification of a number of Multilateral Environment Treaties, including the Paris Climate Agreement, the launching of Sustainable Development Goals, together with a continuation of a

total moratorium on exploitation of forest resources have necessitated review, revision and reorientation of the existing Forest Policy to ensure that the main foci of forestry activity are on forest asset building, conservation of existing forest ecosystem in a changed climatic conditions, enhancement of ecosystem services and increased community participation in forestry activities, and making forestry practices and dependent communities climate resilient.

### **Aim of the policy**

***The main aim of the policy is to manage all existing forests, wildlife and other forestry resources, adhering to the principles of sustainable management and climate resilience; enrich degraded forest areas; and enhance land areas under forest/tree cover; to produce a wide array of goods and ecosystem services for the benefit of Bangladesh's present and future generations***

### **Objectives**

1. To arrest deforestation, and degradation of forest resources, enrich and extend areas under tree cover, through appropriate programmes and projects, to ensure that at least 20% of the country comes under tree cover by 2035, with at least a canopy density of 50%.
2. To ensure strict conservation, growth, increased ecosystem services and sustainable management of state forests. Introduce Forest Certification as a tool to improve forest management through market influence.
3. To significantly increase tree cover outside state forest, through appropriate mechanisms, in both public and private land including urban areas.
4. To encourage all types of participatory forestry activities and creation of off-forest job opportunities to reduce dependence of forest-dependent communities on forests.
5. To improve management and conservation practices of wildlife in Protected Areas and other important habitats.
6. To incorporate measures to deal with climate change impacts on forest ecosystems.
7. To delineate and designate catchments of rivers, lakes and other wetlands as strict nature reserves.
8. To ensure enhanced groundwater recharge and perennial stream flow, extend the coverage under Protected Areas to 30% of all notified forest land.
9. To strengthen the research, education and capacity building in forest ecosystem management practices to cope with the existing and emerging challenges including impacts of climate change, population pressure, and urbanization.
10. To include valuation and payment for ecosystem services in the planning and management of forest ecosystems.

11. To ensure effective implementation of the relevant programmes identified by the Bangladesh Climate Change Strategy and Action Plan, 2009.
12. To ensure that the policies prescribed herein, and the formulated programmes there under are properly implemented, and to establish a strong information management, monitoring and evaluation set up.
13. To facilitate the establishment of efficient wood and wood substitute-based industries, together with capacity building of rural communities and entrepreneurs, to enable them to setup wood and wood-based production facilities, small and large.
14. To ensure fulfillment of the country's commitments under different Multilateral Environmental Agreements like CITES, CBD, UNCED, Ramsar etc..
15. To encourage community involvement, particularly, women's involvement in forestry activities, wherever feasible.
16. To make plans for converting the policies outlined herein into actions by developing appropriate interventions backed by commensurate financial provisions and proper accountability.

### **Policy statements**

#### **1. General Statements**

- 1.1. The Forest Department will be responsible for conducting all forestry activities on state owned forest land and will support, advise and guide tree planting activities in all other available land in the country;
- 1.2. Given the acute shortage of forest land, henceforth, no forest land will be released for any non-forestry activities without the prior approval of the Honourable Prime Minister with a vetting from the cabinet. In cases involving priority national interest, equal areas will be handed over to the Forest Department, with required fund for compensatory afforestation. Necessary rules will be formulated to that effect;
- 1.3. Coordination with all other relevant agencies on forestry related matters will be done by the Forest Department and the Ministry of Environment and Forests;
- 1.4. Adequate funds shall be made available from the national budget as well as external sources to address routine activities and emerging challenges;
- 1.5. Traditional rights of various ethnic-communities, living in and around state forest areas, will be recognized and maintained with due respect to their forest-related cultural values and religious beliefs. Conservation initiatives related to forest, wildlife and biodiversity by indigenous communities will be encouraged;
- 1.6. Undertake a credible valuation of the ecosystem services that the forestry sector provides in Bangladesh.

- 1.7. Establish a properly staffed and equipped information management, monitoring and evaluation unit for information generation and assessment of the national forest programme under the Forest Department;
- 1.8. All forestry related programmes statements contained in the government's other sector policies will be implemented by the Forest Department;
- 1.9. Ensure fulfillment of relevant provisions of all Multilateral Environmental Treaties and Conventions, including the Paris Climate Agreement, which Bangladesh has ratified;
- 1.10. Translate relevant forestry related recommendations from the Sustainable Development Goals as well as Bangladesh's Seventh Five-Year Plan into programmes and projects;
- 1.11. Enhance capacity for forestry research and education;
- 1.12. Promote and encourage community participation including women's involvement in forestry activities;
- 1.13. To ensure protection of the Sundarban Reserve Forest from pollution and oil spills, navigational routes inside the Sundarban will be strictly restricted. Access to any waterway inside the Reserve Forest, except the recognized routes between the Mongla Port and the sea, will be subject to prior permission from the Forest Department.

## **2. Enrich and extend forest cover**

- 2.1. Manage all forest resources at an ecosystem level adhering to the principles of sustainable forest management;
- 2.2. Formulate and implement a strategy for the rehabilitation and enrichment of all degraded forest ecosystems, catchments and other fragile and ecologically sensitive areas located within forests;
- 2.3. Make an assessment of all available forest land and undertake large-scale plantation establishment programmes on all such land;
- 2.4. Encourage the flow of corporate and institutional financial resources into reforestation activities.
- 2.5. Ensure that forest management plans are formulated and implemented in all Forest Divisions and all silvicultural prescriptions therein are strictly followed;
- 2.6. Introduce Forest Certification as a tool to improve forest management through market influence;
- 2.7. Ensure that all newly accreted land (*char*) are handed over to the Forest Department for extensive coastal plantation with climate resilient species;

- 2.8. Involve and empower communities, wherever feasible, in the protection and management of forest ecosystems allowing sustainable use of resources from buffer zones;
- 2.9. Ensure that all notified Protected Areas are solely utilized and managed effectively for the purposes for which such notifications were made. Create core and buffer zones in each protected area;
- 2.10. Delineate and establish new Protected Areas for the conservation of watersheds, and critical wildlife habitats and ensure that protected areas have a significant representation of the country's flora and fauna;
- 2.11. Ensure that the process of reservation under The Forest Act, 1927, is completed expediently in all vested and acquired forests;
- 2.12. Continue the existing moratorium on exploitation of natural forests without restricting the scope for silvicultural interventions like weeding, thinning and vacancy filling. .

### **3. Protection of forests**

- 3.1. Strengthen protection measures for all types of forested areas by providing adequately trained manpower, requisite tools, and logistics along with support from other law enforcement agencies;
- 3.2. Involve communities in forest protection activities and make provisions for the engagement of 'community patrol groups' in the law;
- 3.3. Ensure quick disposal of all forest cases through the establishment of separate courts for dealing with pilferage, encroachment and violation of transit rule related cases filed including title suits under the relevant laws of the country;
- 3.4. Ensure the availability of adequate funds for the core functions of the Forest Department, such as plantation establishment, prosecution, travel, and patrolling to strengthen protection;
- 3.5. Review and revise regulatory tools like Acts, rules and regulations. as necessary, and ensure the effective implementation of these tools;
- 3.6. In view of the importance of the Sundarban as a World Heritage and a Ramsar site as well as a symbol of pride for Bangladesh, make all efforts to ensure the protection of this unique ecosystem;
- 3.7. Give high priority to fuel saving technologies and devices;
- 3.8. Promote and encourage participation of communities and other civic groups in the protection of forest areas;
- 3.9. Create a well trained, properly equipped and resourced group of forest protection staff for effective control and security of forest areas;

- 3.10. Coordinate and collaborate with other government agencies for the protection of forests;
- 3.11. Complete effective mapping and clear demarcation of all notified forest areas using modern tools and technologies, and also update and maintain record of rights, accordingly.

#### **4. Trees outside forests**

- 4.1. Strengthen and expand participatory forestry activities through the establishment of forest extension units in all upazilas with adequate resources and manpower to handle an effective advisory and support programme;
- 4.2. Formulate and execute extensive plantation programmes in suitable Unclassed State Forest (USF) land.
- 4.3. Extend the scope of agro-forestry across the country in government land;
- 4.4. Encourage development and implementation of appropriate forestry-based investment programmes and projects in suitable areas;
- 4.5. Make serious efforts to bring all fallow private land in tea gardens, fruit orchards and other barren land suitable for tree plantation under tree cover;
- 4.6. Formulate necessary legal tools to ensure that all unused land suitable for tree plantation are brought under tree cover;
- 4.7. Ensure community participation in plantation programmes, wherever feasible, under a clear responsibility and benefit sharing mechanism as laid down in Social Forestry Rules;
- 4.8. Develop a network of market places for promoting competitive trade in timber produced by private growers.

#### **5. Biodiversity and wildlife conservation**

- 5.1. Ensure the implementation of the provisions laid out in the Bangladesh Wildlife Master Plan 2015-2035 and the Bangladesh Forestry Master Plan 2017-2035 through appropriate mechanisms;
- 5.2. The Forest Department will implement relevant provisions of the National Biodiversity Strategy and Action Plan and also, ensure that the recommendations of the action plan are updated periodically to suit the needs of time;
- 5.3. Establish a fully resourced Bangladesh Wildlife Centre with a mandate to educate, train and build capacity of different categories of wildlife officials and other relevant stakeholders, conduct management and applied wildlife research and act as a depository of all kinds of documents and information on wildlife and its management

- 5.4. Manage, conserve and enrich wildlife habitats, corridors linking wildlife habitats;
- 5.5. Expand the coverage under Protected Areas to 30% of the state forest land;
- 5.6. Ensure that species diversity both in the cases of flora and fauna are maintained;
- 5.7. Assess the scope for reintroducing locally extinct species into their native habitats and initiate appropriate interventions and take special measures to increase the population of endangered species of plants and animals through *ex-situ* and *in-situ* programmes;
- 5.8. Create and maintain arboreta and seed orchards of important plantation species as “gene banks” and a source of quality planting material for forestry programmes;
- 5.9. Formulate and execute plans for strict conservation and proliferation of threatened and endangered species of flora and fauna through appropriate measures. Strengthen and support wildlife research and monitoring to generate adequate information for decision making;
- 5.10. Promote and encourage community participation and co-management practices in Protected Areas;
- 5.11. Oversee and encourage sustainable utilization and bio-prospecting of biological resources in accordance with the national and international laws and norms ensuring that the benefits arising from access to genetic resources, including intellectual property rights, traditional knowledge and technology, where applicable, are shared equitably with communities living in areas where the genetic material originated;
- 5.12. Develop and implement a strategy to contain, control and mitigate alien and invasive species;
- 5.13. Develop capacity within the Forest Department to deal with wildlife damage control and payment of compensation to the victims of wildlife depredations;
- 5.14. Raise awareness among people about the values and functions of biodiversity and the need for its conservation;
- 5.15. To prevent wildlife related crimes and rehabilitate Stranded wildlife, create a fully empowered wildlife crime control and rescue unit.
- 5.16. Create a multi-disciplinary law enforcement platform to combat trafficking of wildlife and plants;
- 5.17. Under appropriate agreements and protocols, promote and support the establishment of trans-boundary wildlife conservation and management initiatives to ensure conservation of wildlife, which migrate across national boundaries;
- 5.18. Establish collaboration with global agencies like CITES, TRAFFIC and INTERPOL to ensure that they can help control international trafficking of Bangladeshi animals, their body parts and plants;



- 5.19. Train adequate number of wildlife staff, provide tools and resources to ensure that they can handle both the management of wildlife and its security effectively;
- 5.20. Strengthen applied research on biodiversity conservation.

## **6. Participatory Forestry**

- 6.1. Empower communities, allowing them to have rights and responsibilities and devolved authority, to participate in forestry activities for socio-economic and environmental benefits, and increased forestry production;
- 6.2. Ensure that the benefits from participatory forestry activities accrue to an entire community and not to an influential few;
- 6.3. Ensure that Social/participatory forestry activities are extended to the entire country;
- 6.4. Promote and support the establishment and management of private nurseries all over the country.
- 6.5. Develop and implement innovative site and situation specific models of participatory forestry;
- 6.6. Promote agro-forestry activities in all suitable and available land;:
- 6.7. Encourage public-private partnerships in all possible forestry activities;
- 6.8. Further strengthen plantation programmes on roadside, railway track side, embankment slopes and other such land, and undertake fresh programmes to increase tree cover on suitable and available land in state-owned institutions like public universities, government office premises, cantonments and other similar outfits;
- 6.9. Encourage the development and implementation of appropriate forestry-based investment projects and programmes in suitable areas by entrepreneurs;
- 6.10. Promote country-wide tree planting movement by encouraging women, youth, ethnic groups and natural resource management NGOs to promote climate resilient private tree growing;
- 6.11. Undertake large scale afforestation and reforestation programmes in Unclassed State Forests in the three Hill Districts in collaboration with relevant local offices and communities, where proper mechanism for devolution of authorities, role, responsibilities and benefits to concerned parties including communities will be clearly spelled out;
- 6.12. In order to reduce reliance of forest-dependent communities on forest resources for livelihood, promote and encourage income generating activities outside forest areas;
- 6.13. Promote urban forestry in city corporations and municipalities, extend assistance and support to all such afforestation activities;

- 6.14. Encourage civil society organizations and NGOs to undertake programmes that will reduce pressure on forest resources, especially for fuel-wood;
- 6.15. Encourage all wood-based industries to engage in 'contact farming approach' to obtain their desired raw material supply;
- 6.16. Establish a legal, technical support and extension framework for participatory forestry;
- 6.17. Upgrade the participatory forestry unit of the Forest Department, and adequately staff, train and empower them to support all participatory forestry activities in the country;
- 6.18. Backstopping from participatory forestry staff will be made available to the entire population of the country.

## **7. National parks and recreational areas**

- 7.1. Align the nomenclature of all Protected Areas with IUCN's Protected Area Management categories to improve management and facilitate access to international technical resources;
- 7.2. Promote low impact forest friendly and sustainable ecotourism in all forest areas as a mainstream conservation activity;
- 7.3. Facilitate the creation of an enabling environment for the promotion of eco-tourism in forest areas and ensure accrual of the benefits to local communities;
- 7.4. Formulate and implement appropriate models with focus on conservation, values and functions of forest ecosystems to impart 'nature education' to visitors and the use of parks, botanical gardens, wildlife sanctuaries, safari parks and other notified protected areas for awareness raising;
- 7.5. Create recreational areas for the public in all regions of the country;
- 7.6. Create income generating activities through training of locals as tour operators, tour guides and small entrepreneurs catering for tourists;
- 7.7. Promote private-public collaboration on managing recreation facilities;
- 7.8. Provide incentives to private entrepreneurs involved in ecotourism;
- 7.9. Strictly prohibit the use of sensitive areas such as wildlife sanctuaries, and nature reserves, for any purpose other than strictly monitored ecotourism;
- 7.10. Integrate accrual of benefits to local communities in the operational plans of all parks and other recreational areas.

## **8. Forestry education and capacity building**

- 8.1. Create a cadre of forestry officials through appropriate education, training and grooming, to ensure that they are familiar with modern management/conservation techniques and are able to face different emerging challenges;
- 8.2. Ensure entry level training for all new recruits in the Forest Department and upgrade and modernize curricula for basic training for entry level officials. Organize specialized training for forestry officials so that they can undertake jobs like handling information and knowledge management, climate change issues, forest economics related topics including valuation of ecosystem services and payment for ecosystem services, forest statistics, growth and yield forecasts, remote sensing and geographical information system, to ensure that the Forest Department has the required in-house capacity and is not dependent on external experts;
- 8.3. Enhance expertise in government agencies, the private sector and civil society organizations in various areas of forestry through targeted short and long term courses, other capacity building activities, and awareness creation;
- 8.4. Promote networking among centers of forest conservation and management at the national, regional and international levels;
- 8.5. In addition to sending forestry officials abroad for higher education in forestry subjects, regularly organize specialized training activities locally to enhance their knowledge and skills;
- 8.6. Upgrade the training facilities administered by the Forest Department and ensure adequate staffing and resource availability so that appropriate training programmes can be implemented on a regular basis;
- 8.7. Create facilities for pursuing appropriate higher research-based education programmes, at home and abroad, for research scientists of the Bangladesh Forest Research Institute and the Bangladesh National Herbarium;
- 8.8. Forest Department will liaise and coordinate with universities providing forestry education so that the graduates of these institutions have adequate knowledge of core forestry subjects and could be inducted into the forest service after administrative and field level trainings.

## **9. Climate change**

- 9.1. Strengthen resilience of forest ecosystems and dependent communities to climate change;
- 9.2. Maintain maximum area possible under tree cover and ensure through proper actions that deforestation is totally arrested;
- 9.3. Translate relevant recommendations of the Bangladesh Climate Change Strategy and Action Plan 2009 into action plans to be implemented;

- 9.4. Develop and implement programmes and projects aiming at the mitigation and adaptation against adverse impacts from climate change;
- 9.5. Strengthen the capacity of the Forest Department to support climate resilience and low carbon development through integrating climate change issues into planning and implementation of strategies;
- 9.6. Create a massive carbon sinks for carbon sequestration by bringing more areas under tree cover;
- 9.7. Develop and implement awareness raising strategies and capacity development programmes on the opportunities for adaptation and mitigation measures as per the climate change action plan;
- 9.8. Establish and strengthen research capacity for climate change and related environmental issues and their possible impacts on forest formations;
- 9.9. Involve, build capacity and empower communities in mitigating and adapting to climate change;
- 9.10. Encourage communities and incentivise, where necessary, to avoid use of fuel wood and promote alternate livelihood options for forest dependent communities;
- 9.11. Undertake research for identifying suitable tree species for different plantation programmes, which are efficient in carbon sequestration;
- 9.12. Given the higher efficiency of mangrove species in carbon fixing, undertake enhanced plantation programmes in coastal areas and offshore islands;
- 9.13. Create a 'coastal green belt' of thick mangroves and other suitable climate resilient species to reduce vulnerability of coastal communities to the impact of climate change induced disasters;
- 9.14. Commitments made at the Paris Climate Change Meeting through Intended Nationally Determined Commitments regarding LULUCF, shall guide the future forestry activities in the country.
- 9.15. Enhancement of forestry carbon stocks and generation of benefits through mechanism such as Clean Development Mechanism, Reduced Emission from Deforestation and Degradation Plus (REDD+) shall be among the main objectives of future forestry programmes;
- 9.16. Formulate a climate financing mechanism that will help the country to take advantage of new and emerging climate change funds like REDD+, Forest-Carbon Partner facility, Green Climate Fund, and other available sources and also, include innovative ways to fund climate change actions domestically through accessing Bangladesh Climate Change Resilience Fund and support from other governmental allocations and other local sources;
- 9.17. Develop a monitoring, reporting and verification system for the evaluation of emission reduction to ensure full access to REDD+ facility;

- 9.18. Establish a national carbon trading platform and also, introduce payment for ecosystem services as a source of funds for climate resilience related activities;
- 9.19. Generate knowledge regarding the impact of climate change on forest ecosystems, forestry resources and forest dependent communities through undertaking relevant studies and research.

## **10. Forestry Research**

- 10.1. Transform the Forest Research institute into an autonomous body with a major mandate to undertake forestry related applied researches.
- 10.2. Review, update and rationalize the Forest Research Institute to ensure the induction of staff with appropriate educational background, and facilities for further education and research should be made available to ensure development of appropriate capacity and know-how;
- 10.3. Tailor the research programmes of the Forest Research Institute to the needs of the forestry sector;
- 10.4. Ensure that there is no overlap in the roles, responsibilities and functions of the Forest Research Institute and the National Herbarium;
- 10.5. Forest Department will seek help from the Forest Research Institute and the National Herbarium for research and technical information generation;
- 10.6. Strengthen facilities for research on current and critical issues;
- 10.7. Strengthen National Herbarium, and encourage and facilitate taxonomic research;
- 10.8. Ensure adequate resource allocation for research related activities;
- 10.9. Prioritize all forestry related applied researches for the Forest Research Institute and the National Herbarium, and encourage forestry faculties at different universities to undertake both basic and applied research on forestry topics.

## **11. Forest industries**

- 11.1. Encourage and facilitate investment in forest industries;
- 11.2. Discourage the use of solid wood and promote processing of wood;
- 11.3. Promote the use of modern and efficient wood processing technologies so that wastage is minimized;
- 11.4. Encourage and provide incentives, including tax breaks, for modern plants and equipment imports to industries involved in producing wood substitute products;
- 11.5. Encourage industries to establish their own plantations;
- 11.6. Facilitate timber import to reduce pressure on local sources;

- 11.7. Encourage research in wood processing and provide training and incentives for establishing modern wood processing plants;
- 11.8. Strengthen Bangladesh Forest Industries Development Corporation to spearhead the development of forest products industries and ensure a proper policy environment for the growth and modernization of the sector.

## **12. Non-timber Forest Products**

- 12.1. Assess the availability of different Non-timber Forest Products (NTFPs) in the forests of Bangladesh;
- 12.2. Empower local communities to undertake income generating activities and, accordingly, define their access rights and responsibilities regarding NTFPs;
- 12.3. Promote cultivation of medical and aromatic plants in both forested areas and outside;
- 12.4. Train local communities to sustainably harvest, process, and efficiently and economically market selected NTFPs, aimed at maximizing local income generation.;
- 12.5. Help establish NTFP based cottage industries so that it can add value to the processing and marketing of NTFPs for an enhanced income to the producers;
- 12.6. Promote NGO/Civil society involvement with communities so that new technology, marketing facility and financial support can be harnessed for NTFP processing;
- 12.7. Formulate and establish an enabling regulatory, and technical support and extension framework for NTFPs management and marketing; Establish a suitable marketing mechanism to ensure the accrual of benefits to communities;
- 12.8. Monitor and evaluate the socio-economic importance of NTFPs.

## **13. Forestry administration**

- 13.1. Responsibilities for the implementation of all forestry related activities of the Government of Bangladesh will lie with the Forest Department;
- 13.2. Strengthen the Forest Department to ensure that it can undertake assigned responsibilities diligently;
- 13.3. Forest service cadre will be considered as a technical/professional service, similar to all other such civil service cadres. In view of the acute shortage of cadre service officers, to reduce the period of induction into the service, restrict temporarily recruitment in the Forest Service Cadre only to the graduates of forestry and wildlife disciplines;
- 13.4. Re-institute direct induction of officers at the Forest Ranger's level;

- 13.5. In view of administrative discords, anomalies and litigations arising out of the recruitment of non-cadre Assistant Conservator of Forests and some field level officials out of turn, the issue will be resolved expediently through the commissioning of a high powered committee, who will make binding recommendations to resolve this important issue;
- 13.6. Formulate a 10-year recruitment plan on the basis of the foreseen needs and implement a plan for filling up all vacant and new positions at the Forest Department and the Forest Research Institute in an orderly and phased out manner;
- 13.7. Review the current administrative structure of the Forest Department and assigned roles and responsibilities after conducting 'needs and workload analysis' to create a more efficient administrative structure;
- 13.8. In view of the importance of wildlife management, establish a Wildlife Wing, within the Forest Department, with a mandate to manage and protect wildlife and all Protected Areas;
- 13.9. To strengthen extension services and technical advice available to all, create a cadre position along with required staff, office and necessary logistic support in each upazila of the country;
- 13.10. Strengthen management planning, monitoring and evaluation and Management Information System, with trained manpower and appropriate facilities;
- 13.11. Make provisions for a silvicultural unit within the Forest Department with responsibility for assisting field units in carrying out appropriate plantation programmes and coordinating with the Forest Research Institute and the National Herbarium on the research and investigation they will conduct for the benefit of the Forest Department;
- 13.12. Establish third-party monitoring and evaluation of forestry programme;
- 13.13. Undertake review of all forestry legislations at least once in every 5 years and update, where necessary;
- 13.14. Strengthen the training and capacity building ability of the Forest Department so that it can undertake regular meaningful capacity building activities to improve the knowledge and skills of its staff members;
- 13.15. Resource Forest Department, Forest Research Institute and the National Herbarium adequately for undertaking their planned activities;
- 13.16. Promote meaningful collaborations with relevant agencies for arresting the loss of forest land, resources and biodiversity;
- 13.17. Improve the capacity for maintaining legal documents, maps and records and handling of litigations under the Forest Act, including title suits;
- 13.18. Provide risk/difficulty allowances to forest staff posted in inhospitable and non-family stations;

**14. The way forward**

It is expected that this policy will be translated into operational plans and programmes as soon as it is approved/endorsed. These operational plans and programmes will form the basis for delivering policy commitments. The implementation plan will identify activities, specify measurable targets and outcomes, fund requirements and the timeframe for achieving the policy commitments. A set up will be created within the government to oversee and measure the progress towards the listed targets to achieve the policy goals.