



Labour-sharing group involved in weeding paddy in Bumdeling, Trashi Yangtse: Bhutan. (Tshering Yangzom)

Traditional labour sharing for farming (بوتان)

Sanam Zhing La Gi Dhoen Lu Latshab (སོན་མ་ཞིང་ལ་གི་དྲོེན་ལུ་ལ་ཨ་ཙ་མ་ལ)

الوصف

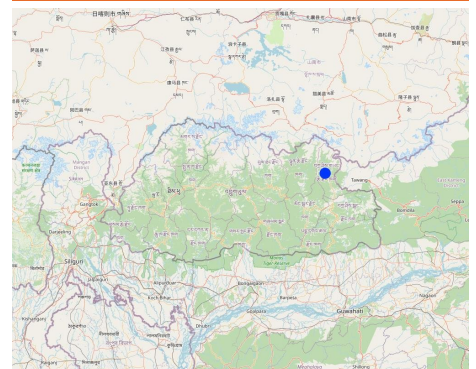
In the past, it was difficult for households to complete seasonal farming activities like ploughing, sowing, and transplanting in time. So, land users came together by adopting 'latsab' or labour sharing. This involves pooling land users, who work on a rotational basis on the plots of the different group members. Labour sharing is a very old approach but is still being practiced throughout the country.

In the past, it was difficult for households to complete seasonal farming activities like ploughing, sowing, and transplanting in time. So, land users came together by adopting 'latsab' or labour sharing. This involves pooling land users, who work on a rotational basis on the plots of the different group members. Labour sharing is a very old approach but is still being practiced throughout the country. In addition, land users also come together for any construction work or other activities related to land management. Labour sharing aims to complete seasonal farming activities more efficiently and on time. The approach also helps economically disadvantaged land users who cannot pay wages to employ. Other co-benefits reported are the improved sense of community and enhanced social cohesion because the exchange of experiences and collaboration builds mutual trust. Working in a group eases hard physical work, such as carrying and breaking large boulders, and is perceived to be much more enjoyable than working alone or in a household setting.

Groups are formed at the village and sub-village levels to enable households to take up labour-intensive SLM activities, such as stone bunding, bench terracing, stone check dam construction, water source protection works, or grass hedgerow development. Labour-sharing involves land users coming together to discuss important agricultural activities to be implemented. They also select the land users where the work should start. When it comes to activities related to SLM intervention, the land users are given initial practical training on the SLM intervention, which starts with hands-on work on the land of a group member, preferably that of a vulnerable household. Labour-sharing groups, therefore, facilitate the inclusion of vulnerable households, especially female-headed and small families, in the implementation of labour-intensive SLM interventions. In addition to technical guidance provided by extension staff, support is given to the group formation process, such as drafting informal by-laws and group management.

Any activities through a labour-sharing approach have to undergo specific stages. Initially, the land users will come together to discuss important agricultural or SLM activities to be carried out in a season. Secondly, they identify a 'Blenpa' who is a land user who requests help on his/her land. Once in the field before they start any activities a supervisor or 'la pon' is appointed. If work involves heavy digging, a 'Nyempha' (preferably a strong man) is appointed, and he will be assisted by four or five women. The labour-sharing group is formed through common interests among different land users in the community. The group members come together and plan and prepare by-laws. They appoint a chairman or 'Trizin', who is the overall manager of the group. The accountant/treasurer or 'Tsezin' is appointed to take care of the finances. Any conflict between land users is solved within the group.

الموقع



الموقع: Namthrang wog (sub village), Betsamaang(village), Bumdeling(region), Trashi Yangtse(Province), بوتان

المرجع الجغرافي للمواقع المختارة

- 91.45153, 27.65869

تاريخ البدء: غير متاح

سنة الإنهاء: غير متاح

نوع النهج

- ☒ تقليدي/أصلي
- ☐ مبادرة محلية حديثة/مبتكرة
- ☐ قائم على مشروع/برنامج



Labour-sharing group member interacting with official from the College of Natural Resources (Ongpo Lepcha)



Labour-sharing group weeding paddy (Tshering Yangzom)

غايات النهج والبيئة المواتية

الغايات/الأهداف الرئيسية للنهج

The main aims/objectives of the approach are 1) Labour-sharing to complete seasonal activities faster and on time, 2) To support economically disabled land users who cannot pay for hired workers, and 3) To share resources like water which is important for carrying out farming activities.

الشروط التي تمكن من تنفيذ التقنية/التقنيات المطبقة في إطار النهج

- **المعايير والقيم الاجتماعية/الثقافية/الدينية:** All land users involved are from same ethnic group. They shared common social, cultural, and religious, norms and values. Implementation of any SLM activities was seen as enabling.
- **توفر/الوصول إلى الموارد والخدمات المالية:** Land users were accessible to financial resources and services as most of them are either members of a vegetable group or a Chilli group. As a member, they are privileged to avail loans.
- **التعاون/التنسيق بين الجهات الفاعلة:** The group formation is democratic and the leader selected to regulate the group was selected by land users themselves. Therefore, strong collaboration is observed.
- **المعرفة حول الإدارة المستدامة للأراضي، والوصول إلى الدعم الفني:** Land users are aware of SLM interventions like terracing, bunding, stone bunding, growing Napier grass, etc. These indicated that they have good knowledge and are accessible to technical support from SLM specialists.
- **الأسواق (لشراء المدخلات وبيع المنتجات) والأسعار:** Land users indicated that they have a good market for their produce like chilli and potatoes. They have a group that deals with marketing.
- **عبء العمل، توفر القوى العاملة:** Land users are happy that the current approach of labour-sharing helped them a lot when it comes to workload and labour shortage. Although if there are fewer household members, the approach helps them to carry out important agricultural activities in time.

الظروف التي تعيق تنفيذ التقنية/التقنيات المطبقة في إطار النهج

مشاركة وأدوار الأطراف المعنية

الأطراف المعنية بالنهج وأدوارها

ما هي الجهات المعنية / الكيانات المنفذة التي شاركت في النهج؟	حدد الأطراف المعنيين	وصف أدوار الأطراف المعنية
مستخدمو الأراضي المحليون/المجتمعات المحلية	10 households were involved out of which 6 are females and 4 are male. They are mostly from the age group between 40-60 years old, All of them are married and are economically disabled. All of them belong to the same ethnic group known as	Land users are involved in the planning of by-laws, and implementation of activities, Elected chairman is responsible for the smooth functioning of the group. The accountant takes care of the finances. Any conflict between land users is solved within the group.
متخصصون في الإدارة المستدامة للأراضي / مستشارون زراعيون	Extension agent	He/she is not part of the group but is involved whenever he/she needs assistance from the group. He/she acts as an SLM specialist at the village level.

انخراط مستخدمي الأراضي المحليين/المجتمعات المحلية في المراحل المختلفة للنهج

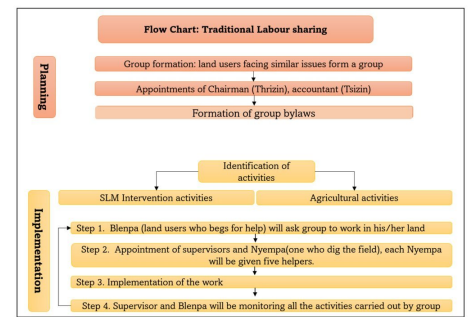
	غير موجود	سلبي	الدعم الخارجي	تفاعلي	التعبئة الذاتية
المبادرة/التحفيز					✓
التخطيط					✓
التنفيذ					✓
الرصد/التقييم					✓

The labour-sharing approach was initiated by the ancestors of current land users. Current land users found this approach as an effective way to mitigate labour shortage and resource management and they continue to preserve and practice it.

Land users are the ones who come together, prepare their by-laws and plan all the activities related to farming or SLM intervention. The approach has an elected chairman and accountant who are responsible for the smooth running of the group and finances. Any conflicts that arise between land users are solved within the group. The group is monitored by the chairman. During the time of any activities, they also appoint a supervisor who will monitor the quality of the work performed by the members.

مخطط التدفق

Flow chart created following conversation with the group. There are two important phases, initially planning which includes group formation, and by-law, and the second phase is the implementation phase.



المؤلف: Ongpo Lepcha

اتخاذ القرار بشأن اختيار تقنية الإدارة المستدامة للأراضي

وقد تم اتخاذ القرارات من قبل

- مستخدمو الأراضي وحدهم (المبادرة الذاتية)
- ✓ مستخدمو الأراضي بشكل أساسي، بدعم من متخصصي الإدارة المستدامة للأراضي
- جميع الجهات الفاعلة ذات الصلة، كجزء من نهج تشاركي
- متخصصون في الإدارة المستدامة للأراضي بشكل أساسي، بعد التشاور مع مستخدمي الأراضي
- متخصصون في الإدارة المستدامة للأراضي بمفردهم
- السياسيون / القادة

تم اتخاذ القرارات بناء على

- تقييم المعرفة الموثقة جيدًا بشأن الإدارة المستدامة للأراضي (اتخاذ القرارات القائمة على الأدلة)
- نتائج البحوث
- خبرة وآراء شخصية (غير موثقة)

الدعم الفني وبناء القدرات وإدارة المعرفة

شكلت الأنشطة أو الخدمات التالية جزءًا من النهج

- ✓ بناء القدرات/التدريب
- ✓ خدمة استشارية
- ✓ تعزيز المؤسسات (التطوير التنظيمي)
- ✓ الرصد والتقييم
- البحوث

بناء القدرات/التدريب

تم تقديم التدريب للأطراف المعنية التالية

- ✓ مستخدمو الأراضي
- موظفون ميدانيون/ مستشارون

شكل التدريب

- في العمل
- من مزارع إلى مزارع
- ✓ مناطق العرض
- اجتماعات عامة
- دورات

المواضيع المغطاة

Improved ways to dry Chilli, Nursery bed preparation, electric fencing, Growing Napier grass, Chainlink fencing, Greenhouse construction, etc.,

خدمة استشارية

تم تقديم الخدمة الاستشارية

- في حقول مستخدمي الأراضي
- في مراكز دائمة

Whenever there is an outbreak of crops or livestock diseases, advisory services are provided by agricultural and livestock officers on do and don't of the issues.

تعزيز المؤسسات

تم تعزيز/إنشاء المؤسسات

- ☐ لا
- ☐ نعم، قليلا
- ☐ نعم، باعتدال
- ☒ نعم، إلى حد كبير

نوع الدعم

- ☒ مالي
- ☒ بناء القدرات/التدريب
- ☒ معدات

على المستوى التالي

- ☒ محلي
- ☐ إقليمي
- ☐ وطني

صف المؤسسة والأدوار والمسؤوليات والأعضاء وما إلى ذلك

Within the labour-sharing group, land users also have formed other groups like the Chilli group (focusing on cultivating and marketing chilli), Vegetable group (involved in growing and marketing vegetables other than chilli)

مزيد من التفاصيل

The financial institution provides loans to those land users who are members of the group. Support from the government and external projects targeted to the groups. As a result, members of the group have received training in Chilli drying through the Tarayana Foundation. Members also shared that when they work in groups they also share tools, equipments, machinery, etc., which indirectly reduces the cost.

الرصد والتقييم

Labour sharing involves working on a rotation basis. The group has a chairman who monitors the overall activities of the group. When it comes to agricultural or SLM intervention activities carried out at individual land user's fields. The supervisor is appointed who monitors and supervises the work.

التمويل والدعم المادي الخارجي

الميزانية السنوية بالدولار الأمريكي لمكون الإدارة المستدامة للأراضي

- ☐ < 2000
- ☐ 10,000-2,000
- ☐ 100,000-10,000
- ☐ 1,000,000-100,000
- ☐ > 1,000,000

Precise annual budget: غير متاح

The group is mainly formed by those land users who are economically disabled. They work on a rotation basis so that they don't have to pay for human resources involved in carrying out any agricultural or SLM intervention activities.

تم تقديم الخدمات أو الحوافز التالية لمستخدمي الأراضي

- ☒ الدعم المالي/المادي المقدم لمستخدمي الأراضي
- ☒ إعانات لمدخلات محددة
- ☐ الائتمان
- ☒ حوافز أو وسائل أخرى

الدعم المالي/المادي المقدم لمستخدمي الأراضي

Electric fencing: The materials were supported by the government. Chilli dryer:

Chilli Dryer

They received one dryer from the Women's Division under the National Commission for Women and Children (NCWC).

ممول جريئا
ممول بالكامل
☒

Electric fencing

All the materials required for electric fencing were provided by the Bhutan government.

☒

Green house

The total cost for greenhouse materials was shared between individual land user and the government. 30% of the total cost is borne by land users and 70% by the government.

☒

العمل من قبل مستخدمي الأراضي كان

- ☐ تطوعي
- ☐ الغذاء مقابل العمل
- ☐ مدفوع نقدا
- ☒ مقابل دعم مادي آخر

حوافز أو وسائل أخرى

The group also received a cake-making machine. However, this was shared among different groups from other places.

تحليل الأثر والتصرّيات الختامية

آثار النهج

هل ساهم النهج في تمكين مستخدمي الأراضي المحليين وتحسين مشاركة الأطراف المعنية؟

Yes, the approach has empowered local land users. Gender equality is maintained and Chairmanship is done on a rotation basis. The work done by the group is supported by government and other external projects.

لا
نعم، قليلا
نعم، باعتدال
نعم، إلى حد كبير
☒

هل ساعد النهج مستخدمي الأراضي على تنفيذ وصيانة تقنيات الإدارة المستدامة للأراضي؟

The group is basically focused on agricultural activities and to protect their crop from wildlife they have installed electric fencing. They also rear dairy as a source of manure to improve the fertility of the soil.

☒

هل أدى النهج إلى تحسين معرفة وقدرات مستخدمي الأراضي على تنفيذ الإدارة المستدامة للأراضي؟



Government and external support is directed to the group because it is quite cheaper than providing to individual land users. Any kind of capacity development related to agricultural activities or SLM intervention is given to the group. Group members also shared that they received training in various fields of SLM like stone bunding, Terracing, Electric fencing, greenhouse construction, and improved dairy shed construction.

هل ساهم النهج في التخفيف من حدة الصراعات؟



Establishment of the electric fencing solved human-wildlife conflicts. Irrigation water used to be an important issue for conflict in the past. However, group formation has helped the community improve their irrigation by improving source and also scheduling irrigation timing among the members.

هل ساهم النهج في تمكين الفئات المحرومة اجتماعيا واقتصاديا؟



The group consists of members who are economically disabled. The group has helped them to sustain their livelihood as any agricultural activities are carried out in time. The members also don't have to pay for labours which otherwise is very expensive. Working together also builds a sense of belongingness and closeness among the members.

هل أدى النهج إلى تحسين الوصول إلى الأسواق؟



The members of the Labour-sharing group are also members of other groups like the Chilli and Vegetable group. This has helped them to market their produce.

المحفز الرئيسي لقيام مستخدمي الأراضي بتنفيذ الإدارة

المستدامة للأراضي

- ☒ زيادة الإنتاج
- ☒ زيادة الربح (القدرة)، وتحسين نسبة التكلفة إلى العائد
- ☒ الحد من تدهور الأراضي
- ☒ الحد من مخاطر الكوارث
- ☒ انخفاض عبء العمل
- ☐ المدفوعات / الإعانات
- ☐ القواعد واللوائح (الغرامات) / الإنفاذ
- ☐ الوجهة والضغط الاجتماعي/التماسك الاجتماعي
- ☐ الانتماء إلى حركة / مشروع / مجموعة / شبكات
- ☐ الوعي البيئي
- ☐ العادات والمعتقدات والأخلاق
- ☐ تعزيز المعرفة والمهارات في مجال الإدارة المستدامة للأراضي
- ☐ تحسينات جمالية
- ☒ التخفيف من حدة الصراع

استدامة أنشطة النهج

هل يمكن لمستخدمي الأراضي الحفاظ على استدامة ما تم تنفيذه من خلال النهج (بدون دعم خارجي)؟

- ☐ لا
- ☐ نعم
- ☒ غير مؤكد

الاستنتاجات والدروس المستفادة

نقاط القوة: وجهة نظر مستخدم الأرض

- The approach allows members to enhance social cohesion and community sense. They come together for any kind of work, thus tackling the main issue of labour shortage and easing hard physical work.
- Agricultural activities like ploughing, tilling, sowing, transplanting, weeding, watering, and harvesting, have to be completed on time. The approach allows every member to complete these activities on time avoiding crop failure and enhancing crop production.
- The approach includes all vulnerable groups giving them opportunities to share their problems and supporting them through labour-sharing to carry out important agricultural activities for crop production.

نقاط القوة: وجهة نظر جامع المعلومات أو غيره من الأشخاص الرئيسيين لمصدر المعلومات

- The approach demands equal participation from all household members. Thus giving training on any SLM intervention activities by SLM experts becomes very easy. It is also easy to communicate to the group for dissemination of any information.
- The approach helps the economically disabled members to sustain their livelihood. This is because labour-sharing cut many of the costs involved in crop production or SLM intervention activities increasing the cost-benefit ratio.

نقاط الضعف / المساوئ / المخاطر: وجهة نظر مستخدم

الأرضية التغلب عليها

- Marketing of agricultural produce: There are many other groups at the village and sub-district level. They compete to capture the local market which is always saturated with supply. Exploring the market at the domestic and international levels is very expensive for the majority of the group. The government takes some initiative to explore the market for these groups or give them some incentives to do marketing like marketing van.

نقاط الضعف / المساوئ / المخاطر: وجهة نظر جامع المعلومات أو غيره من الأشخاص الرئيسيين لمصدر المعلومات التغلب عليها

- The sustainability of the group: Most of the members are between the age group of 40-70. The young generation is not interested in agriculture and in the future, there are chances that this kind of group may die. The government must take some initiative to make our young generation like Agriculture by bringing new technologies that will ease hard human labour.

تاريخ التوثيق: 21 أغسطس، 2023

آخر تحديث: 30 مايو، 2024

الأشخاص الرئيسيين لمصدر المعلومات

Geduula - مستخدم الأرض
Karma Dema - مستخدم الأرض
Tshering Pelden - مستخدم الأرض
Gonpo Tshering - مستخدم الأرض
Ugyen Wangmo - مستخدم الأرض
Karma - مستخدم الأرض
Gurula - مستخدم الأرض
Karma Choden - مستخدم الأرض
Sither Chozom - مستخدم الأرض
Tshewang Gonpo - مستخدم الأرض

WOCAT الوصف الكامل في قاعدة بيانات

https://qcat.wocat.net/ar/wocat/approaches/view/approaches_6894/

بيانات الإدارة المستدامة للأراضي المرتبطة

غير متاح

تم تسهيل التوثيق من قبل

المؤسسة

- National Soil Services Centre, Department of Agriculture, Ministry of Agriculture & Livestock (NSSC) - بونان

المشروع

- Strengthening national-level institutional and professional capacities of country Parties towards enhanced UNCCD monitoring and reporting – GEF 7 EA Umbrella II (GEF 7 UNCCD Enabling Activities_Umbrella II)

المراجع الرئيسية

- BHUCAT (Bhutan catalogue of soil and water conservation approaches and technologies): Best practices and guidelines from Bhutan for sustainable land managements on steep to very steep slopes, National Soil Service Center, Department of Agriculture, Ministry of Agriculture and Forest 2012,: A copy of a book was provided by National Soil Service Center, Simtokha: Bhutan for Free.
- 2021 Labour force survey report Bhutan, National statistics Bureau, 2021, ISBN 978-99936-28-93-4: available online for free. https://www.nsb.gov.bt/wp-content/uploads/dlm_uploads/2022/04/LFS-2021-web.pdf

روابط للمعلومات ذات الصلة المتوفرة على الإنترنت

- SLM Labour-sharing group Bhutan: https://qcat.wocat.net/wocat/approaches/view/approaches_2491/
- Sharing labour to implement contour bunding in Nepal: https://qcat.wocat.net/wocat/approaches/view/approaches_2604/
- Organic agriculture, Labour exchange, and social networks: a case study of smallholder farming in Bhutan: <https://link.springer.com/article/10.1007/s13165-022-00416-z>

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