



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

## Traditional labour sharing for farming (Бутан)

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

### ТОДОРХОЙЛОЛТ

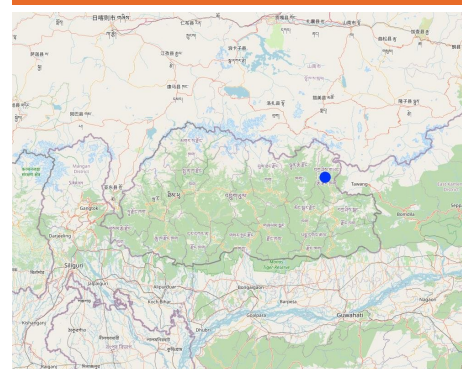
In the past, it was difficult for households to complete seasonal farming activities like ploughing, sowing, and transplanting in time. So, land users came together by adopting 'latsab' or labour sharing. This involves pooling land users, who work on a rotational basis on the plots of the different group 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.

### БАЙРШИЛ



**Байршил:** Namthrang wog (sub village), Betsamaang (village), Bumdeling (region), Trashi Yangtse (Province), Бутан

**Сонгосон байршлуудын газарзүйн холболт**

• 91.45153, 27.65869

**Эхлэх огноо:** тодорхойгүй

**Төгсөх жил:** тодорхойгүй

**Арга барилын төрөл**

- ☒ уламжлалт / уугуул
- ☐ Сүүлийн үеийн орон нутгийн санаачлага / шинэчлэл
- ☐ төсөл / хөтөлбөр дээр үндэслэсэн





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



Labour-sharing group weeding paddy (Tshering Yangzom)

## АРГА БАРИЛЫН ЗОРИЛГО БА ЭЭРЭГ НӨЛӨӨ

### Арга барилын үндсэн зорилго, зорилт

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.

### Тухайн Арга барилын хүрээнд нэвтрүүлсэн Технологийг хэрэгжүүлэхэд дэмжлэг болох нөхцлүүд

- **Нийгэм / соёл / шашны хэм хэмжээ, үнэт зүйлс:** 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.
- **Санхүүгийн нөөц, үйлчилгээний хүртээмж / боломж:** 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.
- **Талуудыг хамтын ажиллагаа/зохицуулалт:** The group formation is democratic and the leader selected to regulate the group was selected by land users themselves. Therefore, strong collaboration is observed.
- **ГТМ-ийн талаарх мэдлэг, техникийн дэмжлэг авах боломж:** 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.
- **Зах зээл (материал худалдан авах, бүтээгдэхүүн борлуулах), үнэ:** Land users indicated that they have a good market for their produce like chilli and potatoes. They have a group that deals with marketing.
- **Ажлын багтаамж, хүн хүчний нөөц бололцоо:** 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.

### Тухайн Арга барилын хүрээнд нэвтрүүлсэн Технологийг хэрэгжүүлэхэд хүндрэл учруулах нөхцлүүд

## ТАЛУУДЫН ОРОЛЦОО БА ҮҮРЭГ

### Арга барилд оролцогч талууд болон тэдгээрийн үүрэг

| Ямар оролцогч талууд / хэрэгжүүлэгч байгууллагууд арга барилд оролцож байсан бэ? | Оролцогч талуудыг тодорхойлно уу   | Оролцогч талуудын үүргийг тайлбарлана уу  |
|--|--|---|
| Орон нутгийн газар ашиглагч / орон нутгийн иргэд                                 | 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. |
| ГТМ-ийн мэргэжилтэн/ хөдөө аж ахуйн зөвлөх                                       | 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.   |



## Арга барилын янз бүрийн үе шатанд орон нутгийн газар ашиглагчид / бүлгүүдийг татан оролцуулах

|                         | үгүй<br>идэвхгүй<br>Гадаад дэмжлэг<br>интерактив<br>өөрийн хүчийг<br>нэгтгэсэн                                 |
|-------------------------|--|
| санаачлага/идэвхжүүлэлт | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> |
| Төлөвлөгөө              | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> |
| Хэрэгжилт               | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> |
| Мониторинг/ үнэлгээ     | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> |

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.

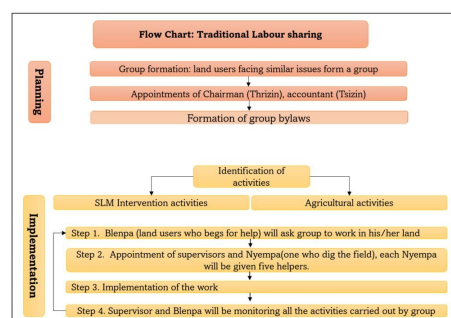
Land users are the ones who come together, prepare their by-laws and plan all the activities related to farming or SLM intervention.

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.

### Арга барил хэрэгжүүлэх бүдүүвч

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.



Зохиогч: Ongpo Lepcha

### ГТМ-ийн технологи сонгох шийдвэр гаргах явц

Шийдвэр гаргасан этгээд

- ☐ Газар ашиглагч дангаараа (өөрийн санаачлага)
- ☒ ГТМ-ийн мэргэжилтнүүдийн дэмжлэгтэйгээр, голчлон газар ашиглагчид
- ☐ оролцооны зарчмын хэсэг болох бүх холбогдох талууд
- ☐ голдуу ГТМ-ийн мэргэжилтнүүд, газар ашиглагчидтай зөвлөлдсөний үндсэн дээр
- ☐ ГТМ-ийн мэргэжилтэн дангаараа
- ☐ улс төрчид / удирдагчид

Шийдвэр гаргах үндэслэл нь

- ☐ ГТМ-ийн мэдлэгийг баримтжуулалтын үнэлгээ (нотолгоонд суурилсан шийдвэр гаргах)
- ☐ Судалгааны үр дүн, ололтууд
- ☐ Хувь хүний туршлага ба санал бодол (баримтжуулаагүй)

## ТЕХНИКИЙН ТУСЛАЛЦАА, ЧАДАВХИ БИЙ БОЛГОХ БОЛОН МЭДЛЭГИЙН МЕНЕЖМЕНТ

Дараах үйл ажиллагаа эсвэл үйлчилгээ нь арга барилын нэг хэсэг болсон

- ☒ Чадавхи бэхжүүлэх/сургалт
- ☒ Зөвлөх үйлчилгээ
- ☒ Институцийг бэхжүүлэх (байгууллагын хөгжил)
- ☒ Мониторинг ба үнэлгээ
- ☐ Судалгаа

### Чадавхи бэхжүүлэх / сургалт

Дараах сонирхогч талуудад сургалт хийсэн

- ☒ Газар ашиглагчид
- ☐ хээрийн ажилтан / зөвлөх

Сургалтын хэлбэр

- ☐ Ажил дээр
- ☐ фермерээс -фермер
- ☒ үзүүлэнгийн талбай
- ☐ Олон нийтийн уулзалт
- ☐ курс дамжаа

Хамарсан сэдэв

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

### Зөвлөх үйлчилгээ

Зөвлөх үйлчилгээ үзүүлсэн

- ☐ Газар ашиглагчийн талбай дээр
- ☐ Тогтмол төвд

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.



## Институцийг бэхжүүлэх

### Институци бэхжисэн / бий болсон

- ☐ Үгүй
- ☐ Тийм, бага
- ☐ Тийм, дунд зэрэг
- ☒ Тийм, маш их

### Дэмжлэгийн төрөл

- ☒ Санхүүгийн
- ☒ чадавхи бэхжүүлэх / сургалт
- ☒ Тоног төхөөрөмж

### дараах түвшинд

- ☒ Орон нутгийн
- ☐ Бүс нутгийн
- ☐ Үндэсний

## Байгууллага, үүрэг, хариуцлага, гишүүд зэргийг тодорхойлно уу.

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)

### Дэлгэрэнгүй мэдээлэл

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.

## Мониторинг ба үнэлгээ

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.

## САНХҮҮЖИЛТ БОЛОН ХӨНДЛӨНГИЙН МАТЕРИАЛЛАГ ДЭМЖЛЭГ

### ГТМ-ийн бүрэлдэхүүн хэсгийн жилийн төсөв ам.доллараар

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

Precise annual budget: тодорхойгүй

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.

### Газар ашиглагч нарт дараах урамшуулал, үйлчилгээг үзүүлсэн

- ☒ Газар ашиглагчдад санхүүгийн / материаллаг дэмжлэг үзүүлсэн
- ☒ Тодорхой хөрөнгө оруулалтанд нөхөн олговор олгох
- ☐ Кредит
- ☒ Бусад урамшуулал, хэрэгсэл

### Газар ашиглагчдад санхүүгийн болон материаллаг дэмжлэг үзүүлэх

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).

хэсгчлэн санхүүждэг  
Бүрэн санхүүждэг



#### 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.



### Газар ашиглагчаас гаргасан хөдөлмөр хүчний зардал

- ☐ сайн дурын
- ☐ хоол хүнсээр ажилладаг
- ☐ бэлэн мөнгөөр төлдөг
- ☒ бусад материаллаг дэмжлэгээр шагнагдсан

### Бусад урамшуулал, хэрэгсэл

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

## НӨЛӨӨЛЛИЙН ДҮН ШИНЖИЛГЭЭ БА ДҮГНЭЛТ

### Арга барилын үр нөлөө

Арга барил нь орон нутгийн газар ашиглагчдыг чадваржуулах, оролцогч талуудын оролцоог сайжруулсан уу? 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.

Үгүй  
Тийм, бага зэрэг  
Тийм, зарим  
Тийм, их



Арга барил нь ГТМ-ийн технологийг хэрэгжүүлж, хадгалахад газар ашиглагчдад тусласан уу?

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.





Арга барил нь ГТМ хэрэгжүүлэхэд газар ашиглагчдын мэдлэг, чадварыг сайжруулахад хүргэсэн үү?  
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.



Энэ арга барил зөрчилдөөнийг бараснаас уу?  
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.



Арга барил нь эмзэг бүлгийнхнийг нийгэм, эдийн засгийн хувьд чадавхижуулсан уу?  
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.



Арга барил нь зах зээлийн хүртээмжийг сайжруулсан уу?  
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.



#### Газар ашиглагчид ГТМ хэрэгжүүлэх болсон үндсэн шалтгаан

- ☒ Үйлдвэрлэл нэмэгдсэн
- ☒ Ашиг нэмэгдсэн (боломж), зардал-үр ашгийн харьцаа сайжирсан
- ☒ Газрын доройтол буурсан
- ☒ Гамшигийн эрсдэл буурсан
- ☒ Ажлын ачаалал бууруулсан
- ☐ Төлбөр / татаас
- ☐ дүрэм журам (торгууль) / сахиулах
- ☐ нэр хүнд, нийгмийн дарамт / нийгмийн холбоо
- ☐ Сүлжээ/ бүлэг төсөл/ хөдөлгөөнд гишүүнээр элсүүлэх
- ☐ Байгаль орчны ухамсар
- ☐ зан заншил, ёс суртахуун
- ☐ ГТМ-ийн мэдлэг, туршлага дээшилсэн
- ☐ гоо зүйн сайжруулалт
- ☒ зөрчилдөөнийг бууруулах

#### Арга барилын хүрээнд хэрэгжүүлсэн үйл ажиллагааны тогтвортой байдал

Газар ашиглагчид арга барилаар дамжуулан хэрэгжүүлсэн арга хэмжээг тогтвортой үргэлжлүүлж чадах уу (гадны дэмжлэггүйгээр)?

- ☐ Үгүй
- ☐ Тийм
- ☒ Тодорхойгүй

## ДҮГНЭЛТ, СУРГАМЖ

#### Давуу тал: газар ашиглагчийн бодлоор

- 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.

#### Давуу тал: эмхэтгэгч эсвэл бусад мэдээлэл өгсөн хүмүүсийн бодлоор

- 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.

#### Сул тал/ дутагдал / эрсдэл: газар ашиглагчийн бодлоордаван туулах боломжууд

- 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.

#### Сул тал/ дутагдал / эрсдэл: эмхэтгэгч эсвэл бусад мэдээлэл өгсөн хүмүүсийн бодлоордаван туулах боломжууд

- 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.



Эмхэтгэгч  
ONGPO LEPCHA

Хянан тохиолдуулагчид  
Tashi Wangdi

Хянагч  
William Critchley  
Rima Mekdaschi Studer  
Joana Eichenberger

Баримтжуулсан огноо: 21 8-р сар 2023

Сүүлийн шинэчлэл: 30 5-р сар 2024

### Мэдээлэл өгсөн хүн

Geduula - Газар ашиглагч  
Karma Dema - Газар ашиглагч  
Tshering Pelden - Газар ашиглагч  
Gonpo Tshering - Газар ашиглагч  
Ugyen Wangmo - Газар ашиглагч  
Karma - Газар ашиглагч  
Gurula - Газар ашиглагч  
Karma Choden - Газар ашиглагч  
Sither Chozom - Газар ашиглагч  
Tshewang Gonpo - Газар ашиглагч

### WOCAT мэдээллийн сан дахь бүрэн тодорхойлолт

[https://qcat.wocat.net/mn/wocat/approaches/view/approaches\\_6894/](https://qcat.wocat.net/mn/wocat/approaches/view/approaches_6894/)

### Холбогдох ГТМ мэдээлэл

тодорхойгүй

### Баримтжуулалтыг зохион байгуулсан

Байгууллага

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

### Гол сурвалж баримт сэлт

- 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.
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### Холбогдох мэдээллийн интернет холбоос

- SLM Labour-sharing group Bhutan: [https://qcat.wocat.net/wocat/approaches/view/approaches\\_2491/](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/](https://qcat.wocat.net/wocat/approaches/view/approaches_2604/)
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