

**UDYOG SUBEDI****Bhutanese****Consultant on Rural Development****Birth date : October 16, 1969****Phone : +975-2-331895****e-mail : drsubedi@druknet.bt**

Objective

Create and manage an appropriate and competitive consultancy service to serve the mankind with best of my professional knowledge, practical experiences and the analytical skills and to meet the challenges towards development of rural Bhutanese lives, with focus on community development through formation and strengthening of farmers' groups, associations and grassroots' organizations.

Professional experience**Subedi Consultancy Thimphu Bhutan***National Consultant (November 2001 to July 2005: 3.5 years*

- Review and impact assessment of national agricultural farm mechanization policy and program (2004)
- Development of baseline and impact monitoring indicators for East Central Region Area Development project, Zhemgang Bhutan (2004)
- Co-facilitator for annual program consultation of SDC Asia II Division, Lobesa Bhutan (2003)
- Assessment of farmers' groups and association in east central region of Bhutan (2003)
- Co-moderator for RNR Research System Planning Workshop for Phase II, Thimphu Bhutan (2003)
- Project completion report on Contract Bull Breeding Program Bumthang (2003)
- Project completion report on RNR Extension Program II Trongsa and Bumthang Bhutan (2002)
- Team member for East Central Region Area Development Project planning (2002)

Tang Community Welfare Association, Tang, Bumthang Bhutan*Community Project Manager (September 1998 to August 2001: 3 years*

- Establishment of multidisciplinary community agricultural farm for the benefits of Tang Community, with dairy farming, horticulture, apiary and stud breeding management.
- Formulation of management plans, by-laws and benefit sharing mechanisms with involvement of community members.
- Continues involvement of community members in farm management enabling community to manage the association on their own by the end of third year since inception.

District Administration, Lhuentse, Royal Government of Bhutan*Renewable Natural Resources Coordinator and District Livestock Officer (May 1996 to Feb 1998): 1.5 years*

- Coordination of annual and five year developmental plans implementation in the district among agriculture, livestock, and forestry and irrigation sectors within the district administration.
- Administrative and professional management of livestock plans implementation in the district.

Natural Resources Training Institute, Lobesa, Royal Government of Bhutan*Lecturer and an Acting Sector Head for Livestock faculty in the Institute (June 1994 to May 1996): 2 years*

- Coordinating academic planning among the livestock faculty
- Lecturing on livestock subjects for three year diploma training on extension workers for livestock, agriculture and forestry.

Education

- 2005 – 2007 Master in Regional and Rural Development Planning
(Study on-going since August 2005 at Asian Institute of Technology, Bangkok, Thailand)
- 1988 - 1993 Bachelor in Veterinary Science and Animal Husbandry, Bombay Veterinary College, India
- 1997 Leadership and Management program Course, Kanglung, Bhutan
- 1996 Community and Institutional Developmental Program Course, AIT, Thailand

Other

- **Languages:** Nepali (mother tongue), English (fluent), Dzongkha (conversational level)
- **Computer:** Windows, SPSS

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Abstract

Promotion and support to the development of farmers' groups, associations and co-operatives is a standing policy of the Royal Government of Bhutan. Promotion of such groups in rural areas is done through support in form of awareness, guidance, trainings, credit facilities, study tours, and supply of equipment and machineries and other technical inputs. Despite technical, material and financial support provided, the experiences of farmers' groups in Bhutan have been mixed and confusing and little was known about the organizational and functional aspects of such associations. Taking two farmers associations from Bumthang district [Beekeepers Association of Bhutan (BEEKAB) and Chhoekor Livestock Development Association (CGGCT)], a study was carried out with the main objective to assess their organizational structures and the functional systems to arrive at the impacts of their performances on the members' households. A total of 50 households (30 from CGGCT and whole population of 20 from BEEKAB) were surveyed using structured questionnaire. In addition focused group discussion with members and interviews with key informant were conducted. Both qualitative and quantitative data analysis was used for the study.

Both the associations were institutionalized after a long period of joint RGoB-Helvetas support project with main objective to increase production thereby to enhance income to members' household. The small size of the membership, the fair cohesive nature of the members, high income to members, low participation of members for planning and decision-making and enhanced technical skills were the main commonalities found in both the associations. There were many significant differences found among the functional capabilities of two associations, making BEEKAB's performance far better than that of CGGCT's. In case of BEEKAB, the functional arrangements were institutionalized according to their rules and regulations. With sound marketing management, transparent accounting, and regular meetings conducted by the leaders of BEEKAB, the members' satisfaction on the functional arrangements and its performance was found to be high. This has generated sense of fairness and confidence of the members towards the association, which has reached closer to effectual cooperative standard. The functional arrangements of CGGCT were not institutionalized according to their rules and regulations and only the Chairperson was active for regular operation of the association. With lack of regular meetings, lack of regular presentation of accounts to members, inability to market dairy products during peak seasons (summer), and inactive roles of the other executive board members, the members' satisfaction on the functional arrangements and its performance was moderate. There have been substantial impacts in terms of high income generated by the members and enhancement of technical capabilities of the member households.

Increased participation of members for planning and decision making is recommended to motivate members towards commitment of its objectives and to resist threats and conflicts, and further to allow members gain better understanding on the problems facing the associations and accordingly plan their line of activities. A strong intervention by the supporting agencies as mediator to re-institutionalize the functional systems of CGGCT according to their constitution is recommended to avoid further loss of confidence from the members. It is recommended that capacity building concerned with collective functions, which is the major shortfall within the organizational capabilities, is required for proper institutionalization of such associations. The main focus has to be leadership development, financial management, and marketing management.