



# HAPPY FAMILY HAPPY COFFEE



## Tool 4: Happy Family Tree

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with

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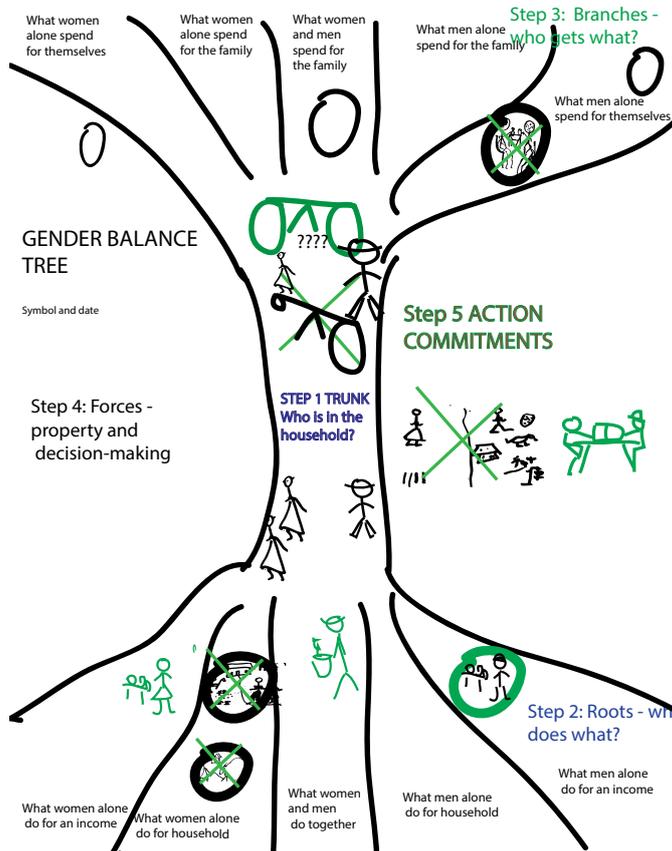
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**Indonesia Toolkit for  
Empowering Women, Youth and Men  
to Sustainably Implement  
Good Coffee Practices**



**Hivos**  
people unlimited



**Gender is simple:**  
it means:

**women and men (of all ages) relating to each other as**

**equal human beings**  
**with**  
**equal human rights**

**equal social responsibilities**  
**and**  
**equal respect.**

**Happy Family Tree: Underlying narrative**

*Increasing incomes from coffee requires more than implementing production and marketing changes. It requires fairness and cooperation between women and men, and young and old, within households so that all are working together to support each other do develop and advance.*

*Households are like trees - they need to be properly balanced if they are to be healthy and bear rich fruit. If the roots are not equally strong on both sides, then the tree will be uprooted in the first storm. If the branches on one side are heavier than on the other, then the also tree will fall over and there will be no harvest next year.*

*Inequalities between women, youth and men in households are a key cause of imbalances and inefficiencies in the household tree which make them fail. Often women and men do not work equally, leading to inefficient division of labour inputs to the tree. Women and men may not benefit equally in the branches and unproductive expenditures may cause the tree to fall over. The household trunk is often made to bend one way or the other because of inequalities in ownership and because decisions are not shared. This means everyone goes their own way without caring about the other and the whole tree becomes weak. And disease can easily strike.*

*It is important that the forces acting on each side of the trunk are equal to help it to grow straight and help the healthy flow of goodness from roots to branches. Instead of the tree being blown this way and that by power inequalities - and maybe even uprooted altogether. Even if fertiliser is given to the roots, if this is done on one side only eg training or inputs only for the men or if the forces acting on the tree are not made equal eg asset ownership, then the tree will just grow faster on one side and may fall over even faster.*

*The Happy Family Tree aims to address these imbalances so everyone contributes equally and everyone benefits. Then the household tree can grow straight and strong with strong roots, strong branches and big fruits, and is sustainable.*



## Aims of the Happy Family Tree

'Happy Family Tree' is an alternative name for the GALS 'Gender Balance Tree'. In piloting the Happy Family Happy Coffee methodology in Indonesia it was found that the word 'gender' was likely to be misunderstood. But that because of the balance of women's rights in Islam eg to income from their own economic activities and strong cultural pressures on men to provide for their families, a focus on the concept of 'Happy Family' could achieve stronger commitment to change. This is particularly the case in matrilineal communities. But the framework and aims are the same as the Gender Balance Tree described elsewhere.

### Aims for Participants:

- identify who contributes most work to the household: women or men
- identify who spends most for the household: women or men
- identify who benefits most from household income: women or men
- identify inequalities in ownership and decision-making
- decide whether the household tree is 'happy' and balanced
- decide priority areas for improving the gender and generational balance of the tree so the tree can stand up straight and bear richer fruit equally for women, youth and men.
- identify and commit to 5 SMART action fruits that will be implemented and tracked in order to progress and provide a framework for identification of more changes in future
- to see which neighbour households already 'break the gender norms' and can be learned from as a basis for change

### Aims for Companies:

- start to investigate different household structures, including incidence of polygamy and female headed households for input to any social mapping for eg targetting trainings. and upscaling
- clarify and quantify broad gender and generational inequalities in work contribution, control over income and expenditure to avoid reliance on gender stereotypes.
- get an overview of the types of strategies which women, youth and men see as ways forward to balance the tree.
- see which households 'break the gender norms' as a basis for change
- identification of up to 5 gender change indicators based on farmer priorities to be monitored if required.
- start to think about the types of services which might be needed to complement individual actions and group sharing.

The Happy Family Tree can also be used for gender analysis and developing a gender project. It is an empowering way of getting quantified information often collected by other gender tools like access/control profile and time schedules using one tool. The tool produces credible quantification of the serious imbalances by participants themselves, rather than vague estimates reinforcing existing stereotypes. In terms of challenging 'culture', it is often the progressive exceptions rather than assumed averages that can show the most constructive ways forward. Importantly the tool does not stop at analysis but also focuses on identifying immediate and longer term action commitments participants can make to improve the gender balance and increase household wellbeing through more efficient division of labour, more productive expenditure, more equal distribution of ownership and decision-making. Everyone goes away with their own individual analysis of their own reality, and their own change commitments. The se commitments to change within local cultural norms can also support/convince and increase pressure on community leaders to act.



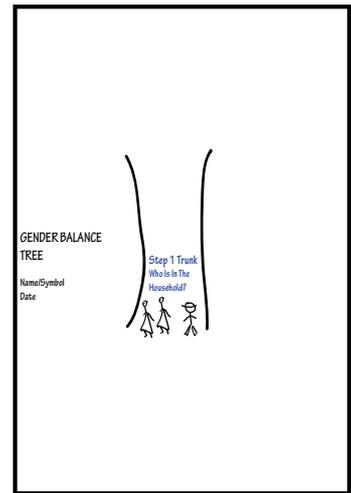
Happy Family Tree

Key steps

Draw the Tree on the next double page of the notebook diary. Use the book on its side with roots on one page and branches on the other. Start in pencil first and then add colour. Remember to put a date.

**Step 1: Trunk: who is in the household?**

Draw two lines in the middle of the paper for the trunk. Then put symbols for each household member on either side inside the trunk. Working women (including co-wives living in the same family) should go on the left side of the trunk, working men on the other, with dependents in the middle to the side of their respective sex. In what follows all working adults can have their own root and branch (see additional notes at the end)



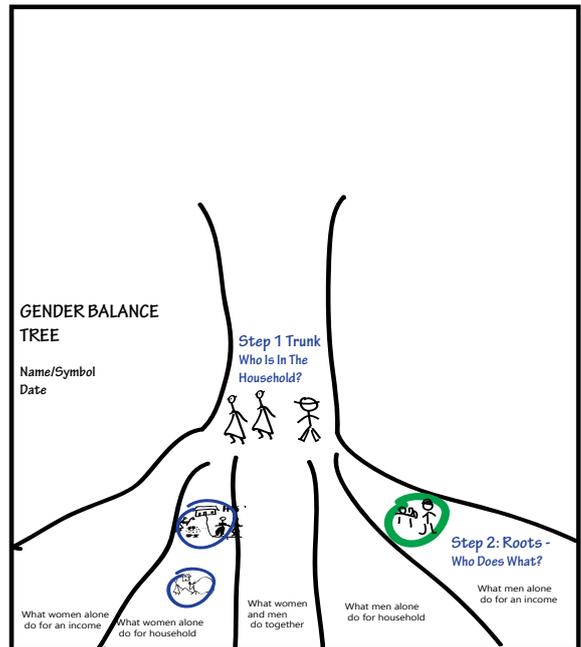
**Step 2: Roots: who contributes what work?**

a) Draw two roots for women and two roots for men on the respective side of the trunk. The central root is for joint activities.

b) On the outside root on each side put the activities which people of that sex performs alone for themselves for an income. Ring those which take most time in blue as something you may want to change, thickness of the line indicating amount of time. Ring those which earn most income with a green ring, thickness indicating relative amount of income and something which you probably want to increase.

c) On the inside roots put the activities which people of that sex perform alone for the family ie housework following the same size and ring convention.

d) In the central root put those activities which both women and men do, putting the symbol on the side of the sex who does most. Again using the same size and ring convention.



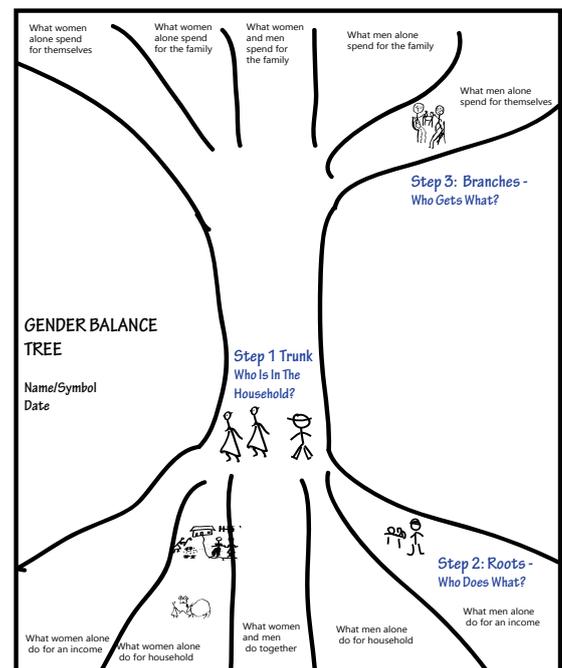
**Step 3: Branches who gets what fruit?**

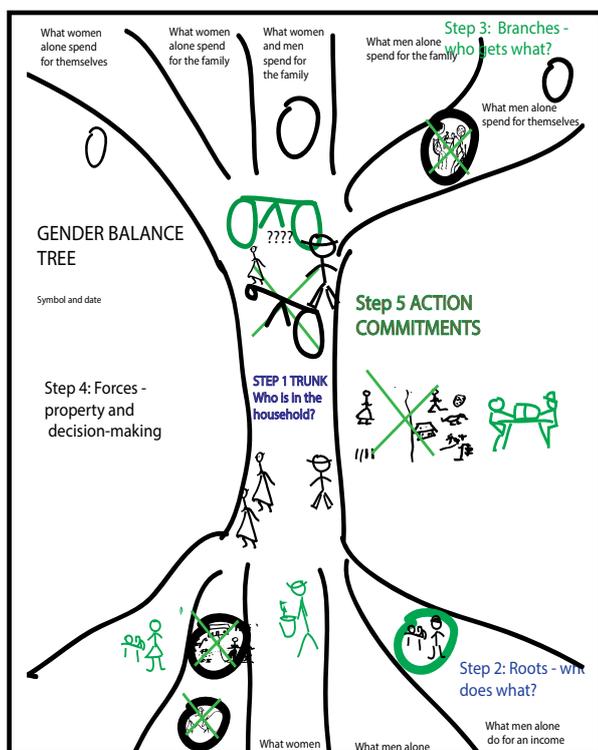
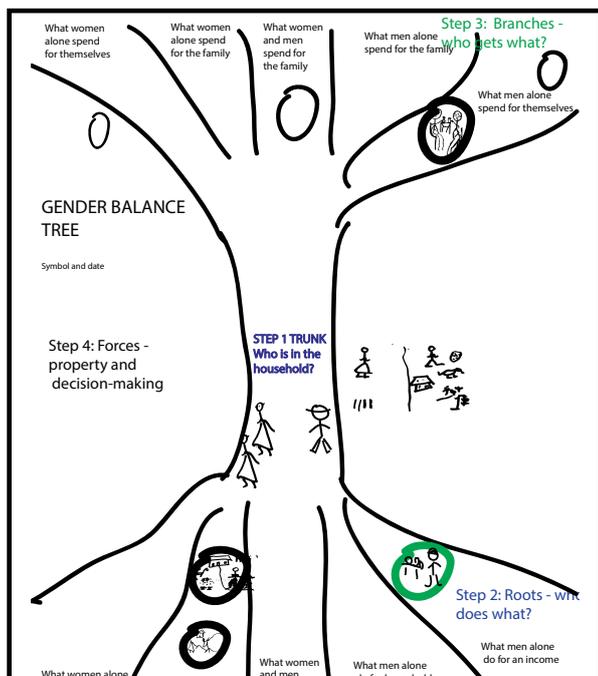
a) Draw five branches corresponding to each root, women, men and central trunk for joint household expenses.

b) On the outside branch on each side, draw symbols for personal expenditure that each sex makes for themselves alone. Ring the largest expenditures in blue with thickest line for largest expenses as things you probably want to change.

c) Household expenditure which only one sex pays for should be on the inside branch on each side. Follow the same ring convention as above to show things you want to change.

d) Put similarly ringed symbols for joint expenditures in the middle top branch - putting the symbol to the side of the sex who contributes the most.





**Step 4: What is pushing the tree?**

On their respective side of the trunk put symbols for:

- a) the property which women and men own - eg who owns the land? who owns the livestock? who owns the house?
- b) the types of decisions which women and men make - which decisions are made by women only, which by men only, which are made jointly? Or is one person overall decision-maker or do they always sit down together?

**Step 5: Action: what do we want to change?**

Does the tree balance? Are women doing most of the work with men owning most of the property, income and getting most expenditure? Put a symbol representing the degree of gender balance at the top of the trunk. Or put strong/weak props on each side to show if the branches are likely to break (see notes below)

Ring in black the things you like that help the tree to balance so do not need to change.

How do you think you can make the tree balance better/strong props on each side? eg which income earning activities can you increase income or decrease time? which tasks should be done jointly? which expenditures could be cut? what property should be shared? Identify 5-10 action commitments on your side of the tree - things you want more of or less of to make the tree balance - tuber fruits on the roots, mango fruits on the branches or cocoa fruits on the stem. Mark these in green or cross the original symbol with a green cross and draw a new green symbol in the appropriate place - as unripe fruits which you want to change and turn red.

Happy Family Tree  
Key steps

**NOTE: It is important that all commitment fruits are on participants' own side of the tree: WOMEN DECIDE FOR WOMEN, MEN FOR MEN.**

**To promote cooperation and not a clash from the start. Experience shows this is the quickest way to get change.**

**Group and Plenary Quantification**

Individual trees are quantified in each single sex group - generally by participants themselves. The group trees are then presented in plenary and action commitments from each group are drawn on a 'parent tree' for quantification. .

**Household Contract**

Participants then share their individual trees in their families. Each family member does their own tree with own commitments. These are joined to a household tree. This household tree can then be transferred to a flipchart as an attractive 'Household Tree' to put on the wall of the house for all family members to see and track.



**Happy Family Tree Facilitation Overview**

<p><b>Participant preparation</b></p>	<ul style="list-style-type: none"> <li>• Bring your notebook diary with coloured pens.</li> </ul>
<p><b>Facilitator preparation</b></p>	<ul style="list-style-type: none"> <li>• Familiarise yourself with the tool and draw your own Happy Family Tree</li> <li>• Download one of the Happy Family songs from the website and play this as participants arrive.</li> <li>• Prepare an introductory explanation</li> <li>• Put up a blank flipchart at the front of the room for interactive presentation of the tool</li> <li>• Make sure the seating arrangements are appropriate for people to sit comfortably in groups while doing individual drawings. And that there are passageways for people to come up and contribute from the front.</li> <li>• Seat yourself to the side, not at the front and do not hold the pen,</li> </ul>
<p><b>Materials/ prepared inputs</b></p>	<ul style="list-style-type: none"> <li>• Per participant: notebook diary and a pencil and black, blue and green coloured pens. With some sharpeners and rubbers.</li> <li>• Per group: 1 flipchart put in different corners of the venue and different coloured markers</li> </ul>
<p><b>Timing 2-3 hours with health break</b></p>	<ul style="list-style-type: none"> <li>• Pairwise recap on achievements from homework from the previous session and facilitator introduction (20 minutes)</li> <li>• Interactive presentation of the steps - facilitator does not hold the pen - and drawing individual trees in diaries (40 minutes)</li> <li>• Group discussion in 2-4 single sex groups to produce quantified gender-disaggregated trees (30 minutes)</li> <li>• Plenary sharing of group trees and drawing and quantification of the consensus action commitments on a parent tree (30 minutes)</li> <li>• Facilitator recap of tool steps copied to the back of the notebooks and homework (20 minutes)</li> </ul>
<p><b>Outputs</b></p>	<ul style="list-style-type: none"> <li>• Individual Happy Family Tree in notebook diary with 5-10 clear action commitments as green fruits. These are the main basis for monitoring, and are shared with other household members who will do their own trees as basis for a 'Household Contract Tree' in each household.</li> <li>• Quantified group Trees showing the action fruits as record of baseline gender and generational differences.</li> <li>• Plenary Tree with agreed quantified commitments.</li> <li>• Happy Family Tree song.</li> </ul>
<p><b>Homework for participants</b></p>	<ul style="list-style-type: none"> <li>• Refinement of your own individual Happy Family Tree based on the plenary discussion and make sure you understand the steps at the back of your notebook.</li> <li>• Act on the immediate change strategies identified and reflect on what works, what does not work, what advice can you share with others, what advice do they need?</li> <li>• Share the tool steps and what you have learned with other members of your household so they do their own trees. Each person will then share their tree to do a Family Tree of common commitments.</li> <li>• Share the tool also with other friends and people in your community so they also can share with their families</li> <li>• Practise the song.</li> </ul>
<p><b>Homework for facilitator</b></p>	<ul style="list-style-type: none"> <li>• Analyse the information from the group and plenary trees and put onto excel sheet for sharing with your colleagues.</li> <li>• Add to your notes in the margin for future adaptation</li> <li>• Consider any issues and changes you want to make in the next sessions.</li> </ul>



**Happy Family Tree**  
**Facilitation Details**

<p><b>Pairwise Discussion</b> 20 minutes. Vision Journey song 10 minutes</p>	<ul style="list-style-type: none"> <li>• Play the music for the Happy Family Tree song from another process ready for people to arrive. Pairwise recap on homework from the previous session and their pictorial manual;</li> <li>• did they work with others on a song? can they share this?</li> <li>• what commitments did they make on the CAT?;</li> <li>• who did they share the tool with, and what was the response?</li> <li>• When everyone has arrived or the start time is reached, the facilitator asks for feedback from the pairwise discussion, focusing on the actions and peer sharing and/or the song.</li> </ul>
<p><b>Interactive framework and individual Trees</b> See Steps 1-5 30 - 40 minutes.</p>	<ul style="list-style-type: none"> <li>• The facilitator then explains the purpose of the Happy Family Tree using the narrative above.</li> <li>• Ask (or give an energiser for) people to form single sex groups according to marital status: Married in nuclear family; Married in polygamous family; Single (divorced, never married, widowed). But at this stage, the aim is to ensure some personal privacy in drawing. All groups should be able to see the framework process at the front.</li> <li>• Following the Participant Diary Steps above go through the instructions above step by step interactively, inviting people to give examples on the flipchart at the front as people draw in individual notebook diaries. Go slowly. Make sure everyone is engaged all the time - either through taking their own analysis further or helping others. But stress they can keep things confidential if they like. You should never hold the pen.</li> </ul>
<p><b>Group discussion</b> 20 minutes</p>	<ul style="list-style-type: none"> <li>• In their single-sex groups participants then discuss and quantify the information on their individual trees. This follows the same process as the CATs in Tool 3. But participants should now be able to facilitate themselves with minimal input from the facilitator.</li> <li>• People can add and change things on their own trees as they discuss.</li> <li>• Key outputs are the quantified commitments. If time is short the the focus can be mainly on the participant's own side of the tree. With the rest filled in as homework with other family members.</li> </ul>
<p><b>Plenary sharing and quantification of action commitments</b> 30 - 40 minutes</p>	<ul style="list-style-type: none"> <li>• The plenary quantification is done on the collective GBT</li> <li>• changes are marked as symbols on the appropriate root or branch giving gender disaggregation by positioning</li> <li>• by each symbol put a colour coded ring fruit for numbers of people who already have a particular fruit (black) people who don't want it (blue) and people who want it (green).ie each symbol may have more than one ring.</li> <li>• inside each ring put the numbers of women and numbers of men either colour-coding the marks, or as symbol or writing for M/F.</li> </ul>
<p><b>Song</b> 1 hour 30 minutes preparation 5 min per group performance 5-10 minutes discuss best song</p>	<ul style="list-style-type: none"> <li>• Still in their groups, participants are asked to design a song which summarises the tree and its steps and the things on their group tree. Putting the steps on flipcharts and acting them out. Use as an example one of the videos on the website. These songs are then performed as a fun activity linking to the plenary feedback on the collective Happy Family Tree. And people decide which ones they want to like, or how they would adapt it.</li> </ul>
<p><b>Facilitator Wrap Up and homework</b> 10 minutes</p>	<ul style="list-style-type: none"> <li>• brief facilitator wrap up of the action conclusions focusing on areas of consensus. Areas of disagreement will not be forgotten, but left for discussion later. It is important to move forward on areas of agreement first. The aim is to inspire people to change in future, not to make either men or women just feel guilty about past behaviour.</li> <li>• Explain the Homework as above.</li> <li>• Repeat either the best Happy Family song as people go out.</li> </ul>

## Happy Family Tree: Some further facilitation notes

By this Session it should be possible to start to be more questioning in introducing/ highlighting gender issues than during Sessions 1 - 3. But this should still be with a light and sensitive touch - building on what is coming up from the process. Acknowledging also some of the peer pressures on men and the fact that some women also discriminate against men (e.g. excluding men from the kitchen even if they offer to help) and may waste money on beauty and clothes. If the aim is real change then men and women must feel inspired and encouraged to bring about progressive changes in their lives for the future, not feel defensive about behaviour in the past.

It is important always to remember to SMILE. No matter what is said - but make sure participatory norms are followed and discriminatory views do not dominate because of a few dominant individuals. At no point should there be a top-down imposition of the facilitator's views and reactions. Note who are the women and men who support changes, and ask them to speak. Let others speak also, but ask those supporting change to respond. The more participants supporting change gain confidence to speak and think through their views and practise defending their views against others, the stronger the change will be when you are not there. Only in the last instance should you speak - to clarify or question contradictions or just state that you have seen 'natural gender inequalities' challenged and changed elsewhere.

By the end of this session participants should have Happy Family Trees in their diaries with:

- ringed symbols on the roots as an analysis of whether women or men contribute more work and who earns more income - including an analysis of all the work women or men do for the household
- ringed symbols on the branches and analysis of how much women and men contribute to joint expenditure on children and school fees, and how much men spend on personal luxuries and other women/children who are not part of this immediate household compared to women's personal expenditure
- symbols to show who owns land, houses and productive assets, jewellery etc who makes most of the decisions and whether women or men pool their incomes or whether women give all their income to men or men keep all their own income
- an assessment of whether their tree is growing straight or falling over and in which direction reflected as a weighted balance scale in the trunk or strong/weak props between the roots and branches
- 5-10 green fruit action commitments for change - roots which need strengthening eg men helping with cultivation of food crops and housework, women increasing income from their own businesses, branches which need cutting eg men's expenditure on cigarettes or women's dresses and changes in land ownership and decision-making.



## Happy Family Tree: Follow-up and monitoring



The Happy Family Tree is a key tool where fruits can be tracked and aggregated on individual and/or group trees, and/or progress on fruits transferred to the middle lane of a Multilane Household Vision Plan (Tool 6). Once skills are developed, or in the hands of an experienced researcher, the HFT tool can be used as part of rigorous quantitative and qualitative research on gender dimensions of livelihoods as part of business planning and/or gender advocacy.

Quantification and qualitative notes can be made from the individual and/or group diagrams:

- **Trunk:** household structure, including incidence of polygamy and female headed households. How many households are monogamous/polygamous/single person? What does this imply for gender strategies eg possibilities to bring co-wives together? need for widows groups? youth groups?
- **Roots:** Which activities are normally done by women? Which activities are normally done by men? Are there any things/exceptions to stereotypes which may be surprising? What are the conclusions on gender balance of work contribution on the roots?
- **Branches:** Which expenditures are normally done by women? Which expenditures are normally done by men? Are there any things/exceptions to stereotypes which may be surprising? What are the conclusions on gender balance of share of expenditure income on the branches?
- **Forces on the trunk:** Do any women own land or other important assets? In which circumstances eg only widows? Older daughters? What happens with other women? In how many households do women hand all the money to men? In how many households do women or men keep all their own money? In how many households is at least some income shared with joint decision-making?
- **Change commitments:** What are the main types of strategies that women and men see as ways forward to balance the tree? What are the main areas of disagreement between women and men, between people from different backgrounds etc which need to be taken into account in subsequent sessions?
- Specific lessons/challenges from youth/single sex and polygamous households

It is important to focus on having fun and participant ownership rather than policing and box ticking. It is unlikely at this stage that participants will be a representative sample. And they may never meet again as a group. So any attempt at rigorous group quantification at this stage would be pointless. Though sampling can be used to follow up interviews on individual diagrams following the same sampling principles as other surveys and questionnaires. If the process has been fun and empowering, it is likely that information given in follow-up interviews will be richer and more reliable than in conventional surveys.



*Semendo farmers facilitate themselves and quantify their action commitments to reducing smoking and supporting their wives' businesses.*



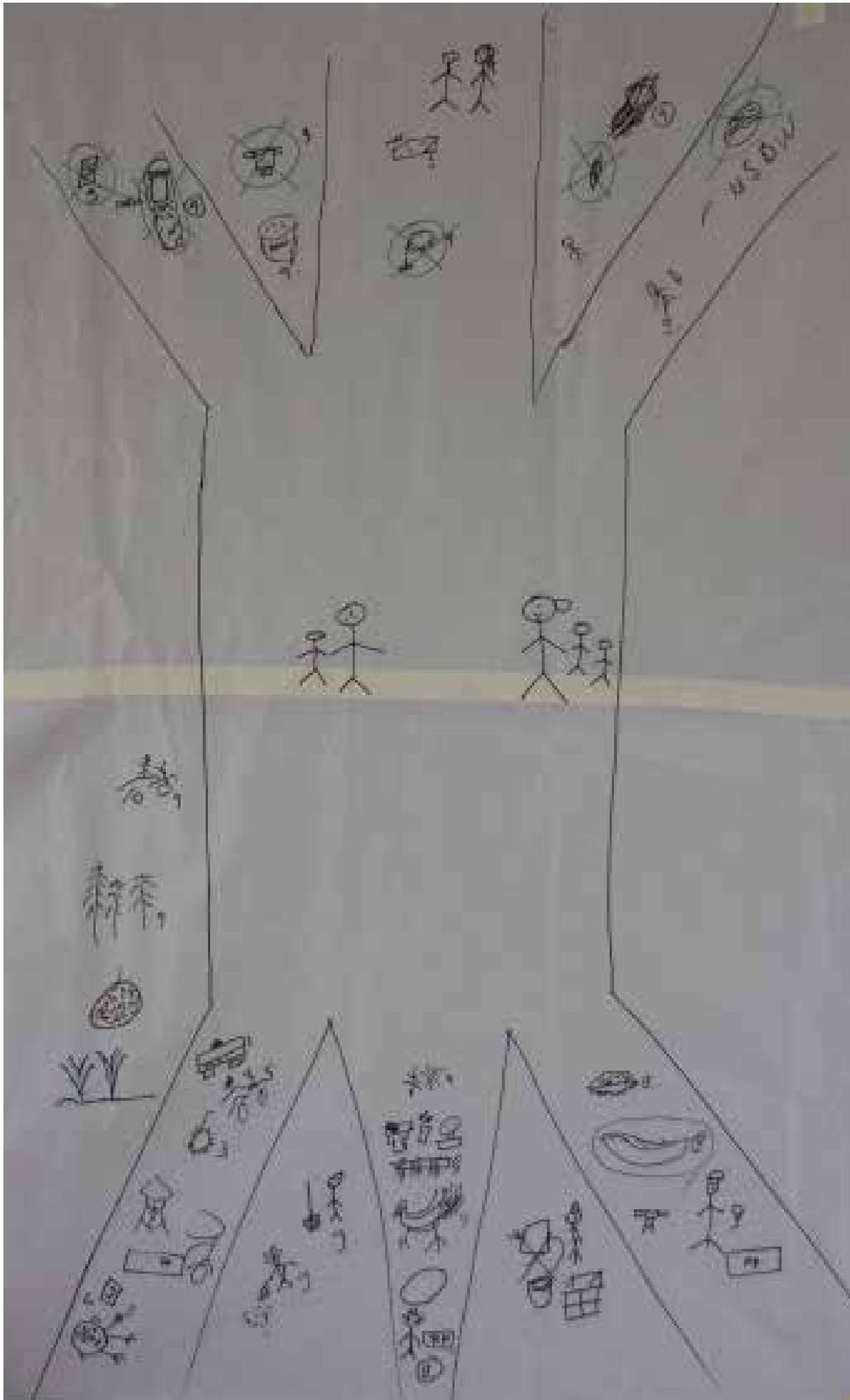


Quantifid tree for 9 men coffee farmers in Semendo.

9 men commit to reduce smoking.

9 men commit to reducing expenditure on phone credit.

9 men commit to help their wives expand their own businesses.





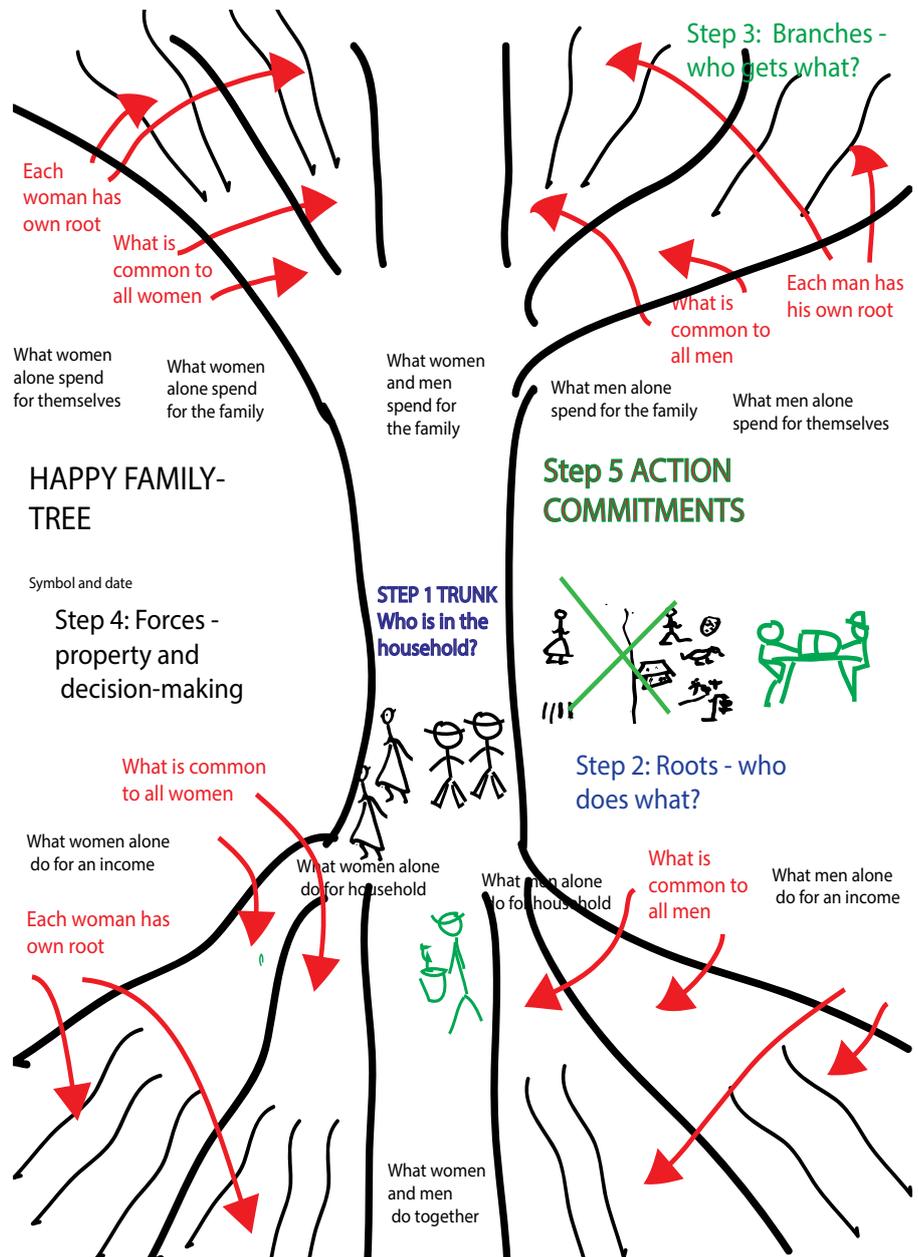
**Additional Notes for extended and/ or polygamous households and/ or single-headed households.**

One of the key aims of the original Gender Balance Tree was to highlight the degree of balance and fairness between women and men in the household. This is most straightforward in monogamous households.

The Happy Family Tree aims to help all types of household to examine ways in which the work of different family members can be balanced by their benefits in terms of expenditure, and fairness of asset ownership and decision-making.

In Indonesia as elsewhere, not all households are monogamous. Reality is often complex. Households may be:

- extended: where grandparents live with their children and/or more than one brother or sister with their spouses and children
- polygamous: where there is one man and more than one wife
- single-headed: where a single or widowed woman or man lives alone or with children.



**HAPPY FAMILY-TREE**

Symbol and date

**Step 4: Forces - property and decision-making**

**STEP 1 TRUNK Who is in the household?**

**Step 5 ACTION COMMITMENTS**



**Step 2: Roots - who does what?**

The main aim of the tree is to simplify this complex reality and help people identify ways forward. These different types of household can represent their household in different ways:

- The household can be split into its separate 'hearthholds', or husband/ wife pairs - this may mean that one man appears on separate trees for each wife. This is the solution often preferred in East Africa. But it is desirable to also find a way of indicating input and expenditure on others.
- Each adult/working member can have their own root and branch (see above)

There is however no one 'correct' way of doing this. In practise people themselves generally find the way that helps them best think through the issues to get their action commitments. Particularly if they are in a group with others with similar household structures.

It is important that the facilitator encourages people to work out the best way for them, and then tries to understand that logic. Focusing on ideas of fairness, and the action commitments, rather than getting too bogged down in roots and branches.