



Tool 4

# HAPPY FAMILY TREE

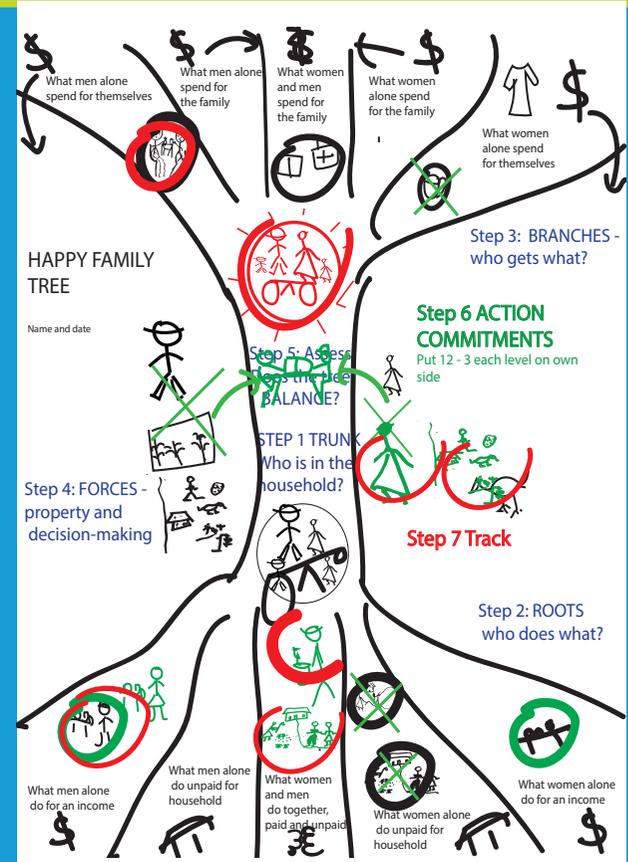
Steps and Workshop Facilitation

**P**articipatory  
**A**ction  
**L**earning for  
**S**ustainability

Toolkit for  
 GYEM Ethiopia

Linda Mayoux  
 and  
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with  
 GYEM staff  
 and champions



## Introductory narrative

Achieving one's vision for a happy life and implementing a vision journey plan requires more than increasing incomes from crops and implementing production and marketing changes. It requires fairness and cooperation between women and men, 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 and fruits on one side are heavier than on the other, then the tree will fall over and there will be no harvest next year. If the central trunk of love, sharing and fairness is weak then the tree will be buffeted and blown over by the wind.

Inequalities between women, youth and men in households are a key cause of imbalances and inefficiencies in the household tree which make it weak. 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 so the whole tree becomes split and weak. Disease can easily strike. 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. If the tree is blown this way and that by power inequalities it may even be totally uprooted.

It is important that the roots and the branches are balanced, and the forces acting on each side of the trunk are equal to help it to grow straight and promote healthy flow of goodness from roots to branches.

The Happy Family Tree aims to analyse and 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. Changing inequalities benefits not only women and youth, but also men. Women and youth see how they can reduce extravagant expenditure to save and develop businesses. Men are able to improve their health, and enjoy love in the family through changing unnecessary wasteful behaviour with their peers, contributing to the family and helping each person to become stronger to achieve their visions.

## 'Gender' is simple

*it means:*

**women and men (of all ages)**

*relating to each other as*

**equal human beings**

*with*

**equal human rights**

*and*

**equal social responsibilities**

*and*

**equal respect.**



## Aims

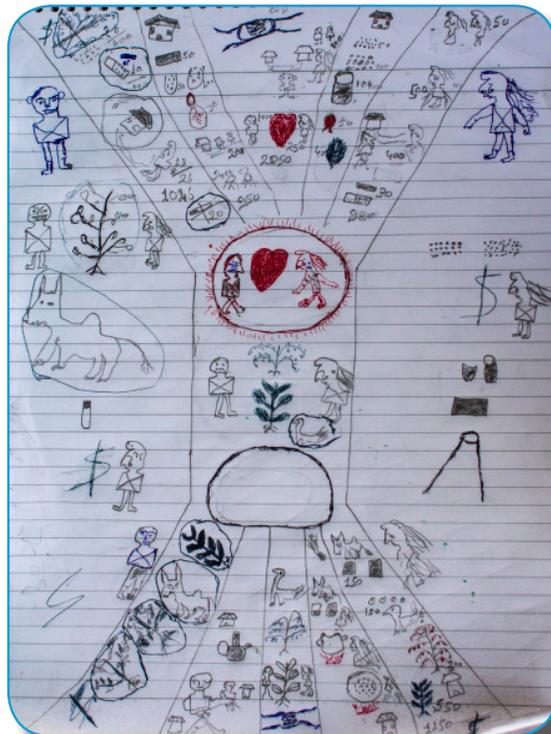
'Happy Family Tree' (HFT) is an alternative name for the GALS 'Gender Balance Tree'. It is the main gender-focused analysis and action tool in GYEM. In the other tools gender is mainstreamed.

Interestingly when asked to choose their favourite tool for their photograph, most of the champions (men as well as women) choose this one.

**IMPORTANT:** the aim here is balance and fairness - not necessarily that everything should be joint in the middle. But if there are things on one side, then they should be balanced equally by things on the other side eg men's business and expenditure by women's business and expenditure. And equitable contributions to the household.

### For individual farmers and staff

- 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 differences and 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.



### For organisations

- start to investigate different household structures, including incidence of female headed households and polygamy 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 identifying locally acceptable and achievable strategies for change that can then be built on
- 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 that might be needed to complement individual actions and group sharing and collective actions.

## Steps: Happy Family Tree

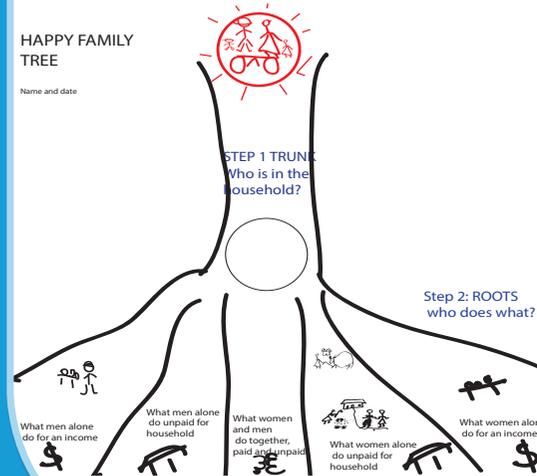
HAPPY FAMILY  
TREE

Name and date



HAPPY FAMILY  
TREE

Name and date



*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.*

*All gender and inter-generational analysis on this tree will be taken forward to the middle Household Root on the Increasing Incomes Challenge Action Tree*

### 1 Trunk: who is in the household?

Draw two lines in the middle of the paper for the trunk.

At the top of the trunk put a vision circle in red with a symbol for a Happy Family - women on the right and men on the left.

At the bottom of the trunk put a black current circle - here you will later put your assessment of your current balance in the family.

### 2 Roots: who contributes what work?

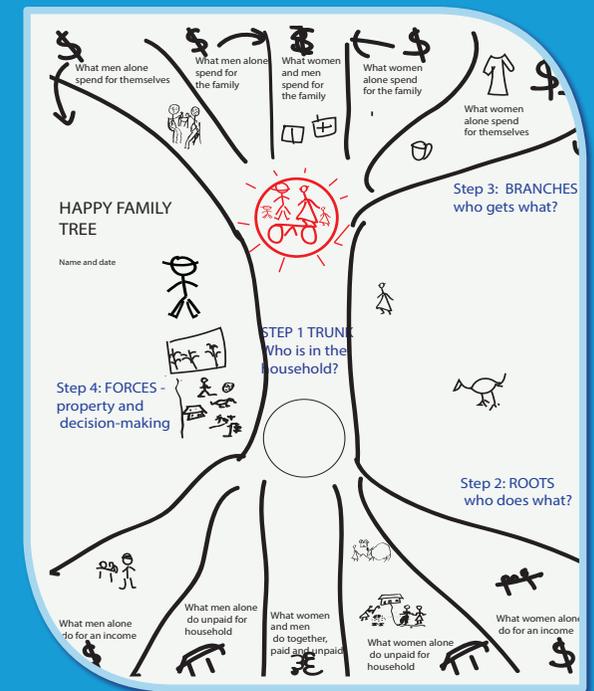
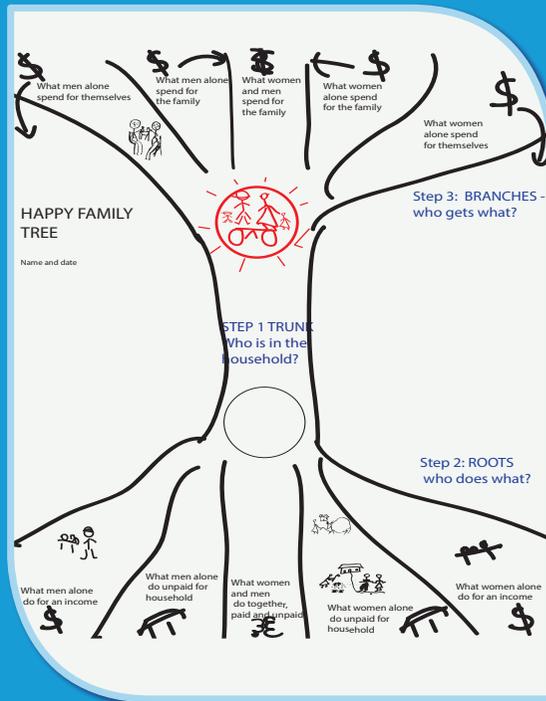
a) Draw two roots for women and two roots for men on the respective side of the trunk. The central root is for joint activities.

b) On the outside root on each side (mark with dollar sign) put the activities which people of that sex performs alone for themselves for an income. Draw the things that take more time larger, things that take less time should be small.

c) On the inside roots on each side (marked with house sign) put the activities which people of that sex perform alone for the family ie housework following the same size convention.

d) In the central root (marked with joined hands cooperation sign) put those activities which both women and men do unpaid for the household and/or to contribute to income, putting the symbol on the side of the sex who does most. Again using the same size convention.

## Steps: Happy Family Tree continued



### 3 Branches who gets what fruit?

- Draw five branches corresponding to each root, women, men and central trunk for joint household expenses.
- On the outside branch on each side (marked with arrow going out sign), draw symbols for personal expenditure that each sex makes for themselves alone. Draw the largest expenses large, and the smallest expenses small - put monthly amounts if you can.
- On the inside branch on each side (marked with arrow going in sign) put household expenditure which only one sex pays for. Follow the same size convention as above. Draw the largest expenses large, and the smallest expenses small - put monthly amounts if you can.
- In the middle top branch (marked with an entwined dollar sign) put symbols for joint expenditures- following the same size convention and putting the symbol to the side of the sex who contributes the most.

### 4 Forces: What is pushing the tree?

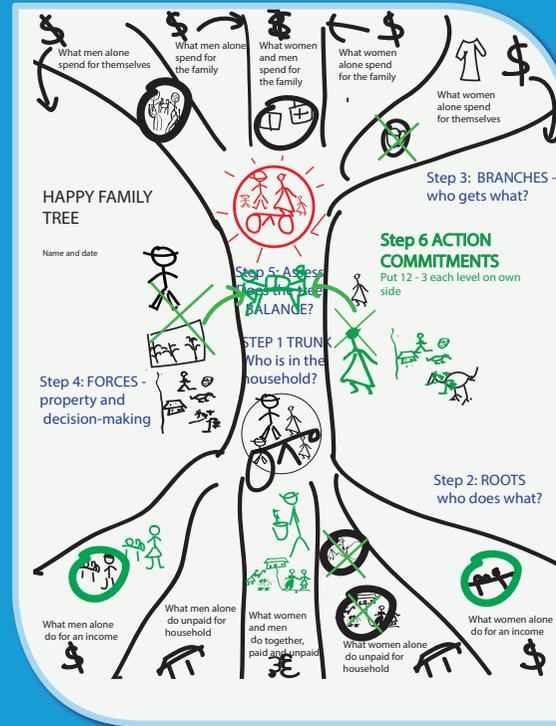
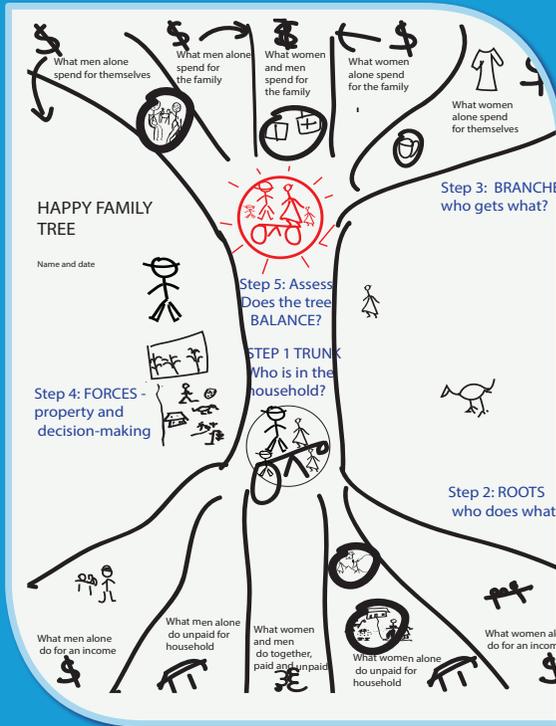
On their respective side of the trunk put symbols for:

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

## Steps: Happy Family Tree continued

**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 between women and men and not a clash from the start.

Experience shows this is the quickest way to get change. Generally men offer to change a lot without being pushed by women. Particularly if women themselves offer to change things on their side as a 'reward' for the negotiating table.



Make sure you have the steps of the tool at the back of your notebook - see back cover of this Guide.

### Household Contract: share with your family

Share the tool with your family - share the steps first so each person does their own tree with their own commitments. Then you can exchange ideas and negotiate.

Then join these ideas into a household tree, where everyone plays their part and receives fair benefits.

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.

Share the tool with your friends so they also can benefit.

## 5 Assessment: does the tree balance?

Is everyone working and benefitting equally in terms of expenditure, ownership and decision-making? Are women doing most of the work with men owning most of the property, income and getting most expenditure? Or are women sitting back and letting their husbands and children do all the work? Put a symbol representing the degree of gender balance in the black circle at bottom of the trunk.

## 6 Action: what can we do to improve balance?

Identify 6 action commitments on your own side of the tree - things you yourself will change to make the tree balance. These should be 2 fruits at each level - 2 tuber fruits on the roots, 2 mango fruits on the branches and 2 cocoa fruits on the stem.

Which changes can you yourself make to increase income earning activities, or decrease time on unpaid or low income activities? which tasks would you start to do jointly for efficiency or fairness?

Which unproductive expenditures could you yourself cut? Can you make changes in your expenditure to increase income for yourself or the household eg investment in economic activities and/or labour-saving devices for yourself or other household members?

What property and decisions will you start to share?

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.

## Action Learning

The Happy Family Tree is a key gender assessment tool where fruits can be tracked and aggregated on individual and/or group trees (see below).

But it is important at this early stage to focus on champions tracking their own changes for their own benefit, having fun and sharing strategies. To reinforce empowerment and promote deeper change and participant ownership.



## 7 Track changes and identify new fruits.

Tracking changes over time is an important part of reinforcing change - for your own benefit. It enables reflection and sharing of change strategies with family and friends.

As changes are achieved, ring green fruits in red - and identify new green ones. Although planned green fruits can only be on one's own side, some changes may have occurred on either side. Draw any unanticipated changes in red.

Fruits that will never be achieved are ringed in blue as perished. But do not give up easily - and replace with a new green fruit.

Always have 6 new green change fruits until you and your family are fully satisfied the tree is balanced and growing straight and strong.

## Participatory quantification process: sharing changes and strategies in groups and community

The participatory process and quantification used with this tool can be replicated in groups and community meetings.

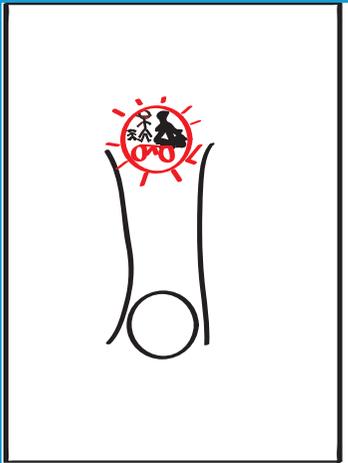
In single sex groups (also divided by age/marital status?) participants are each given 2 sheets of A4 coloured paper - red (for achievements) and green (for still/next plan). They tear each sheet into 6 pieces. A flipchart with the empty HFT framework is put up at the front, with the name and number of total participants in the group.

**Step 1: individual drawing:** consulting their own HFTs: on each piece of red paper draw one change from their HFT that has been achieved - from roots, branches or trunk. On each piece of green paper draw one change from their HFT that has not yet been achieved - from roots, branches or trunk. Or a new change they would like.

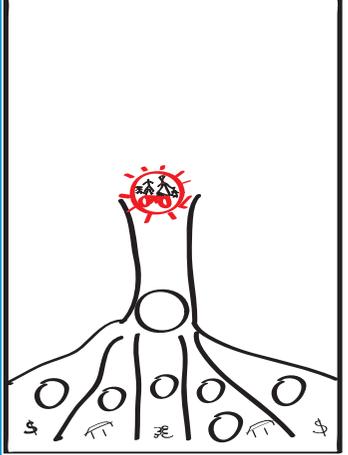
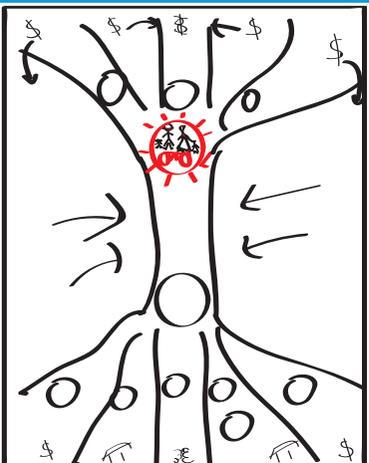
**Step 2: group discussion:** starting from the back, one participant comes to the front and shows the drawing of the change they think has been most important. The others have to guess what the drawing means. Then any other people with the same drawing (red or green) hand that drawing in. The pile of papers is bound together with masking tape - red on top and green underneath and placed on the relevant part of the tree. The presenter is applauded and sits down. Then the next person comes up and repeats the same process until all the cards are in.

**Step 4: Quantification:** The number of red or green papers is counted and the number put at the side. If the total red and green do not add up to the total participants, then they are asked how many people already had the change before PALS - that number is put in black. For how many people is the change not relevant (eg if they are not married they cannot sit with their spouse) or do not agree. In this last case they are asked if they would like to explain why - it is important that everyone is listened to. But there should be no pressure to disclose personal things. If drawings are not clear then write the meaning on the top paper of each pile. And photograph.

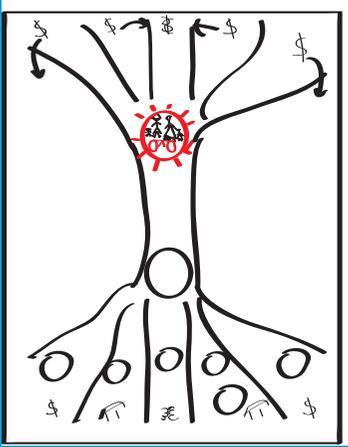
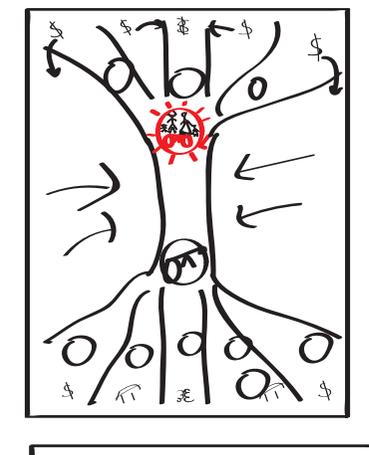
# Happy Family Tree: Pictorial Steps



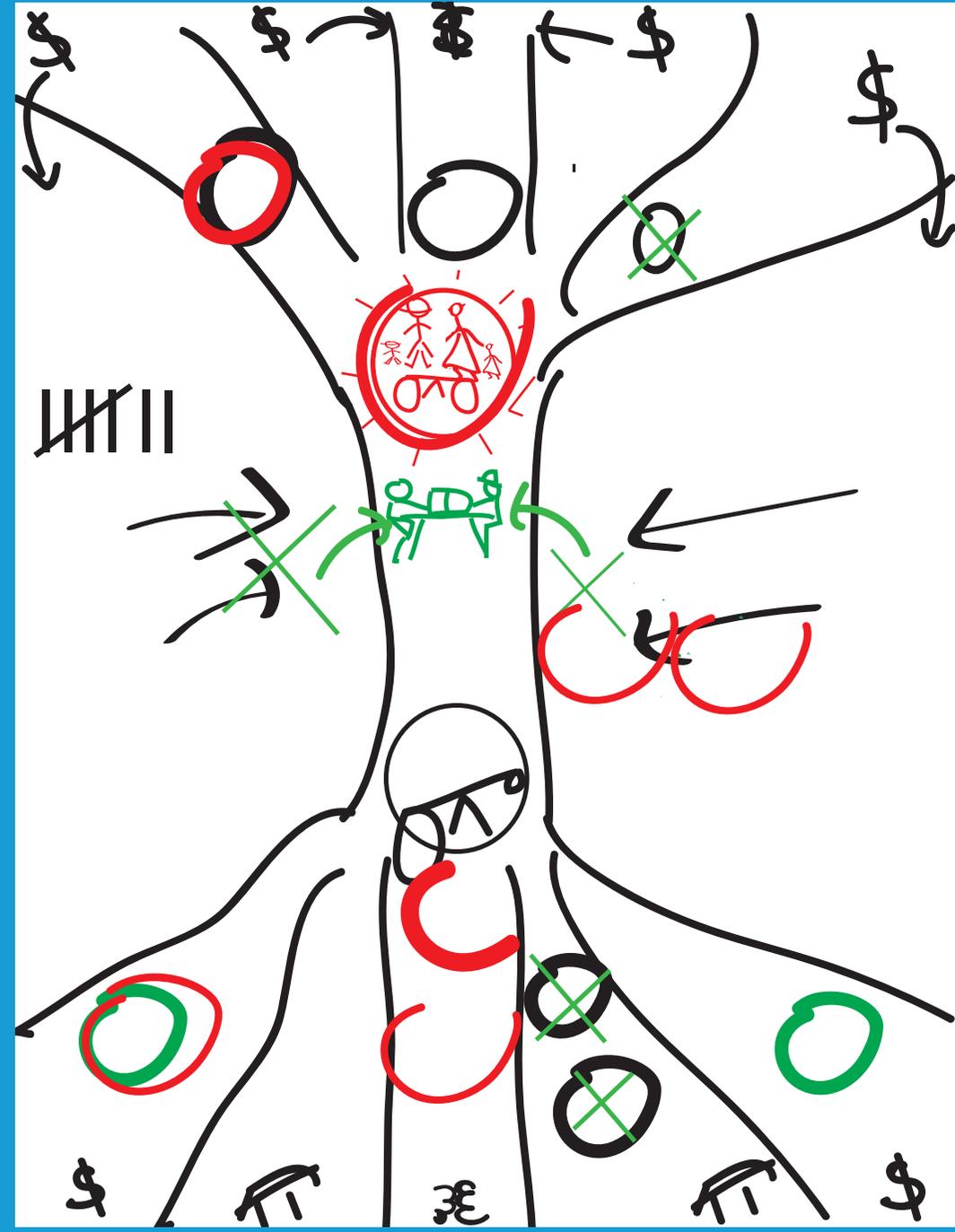
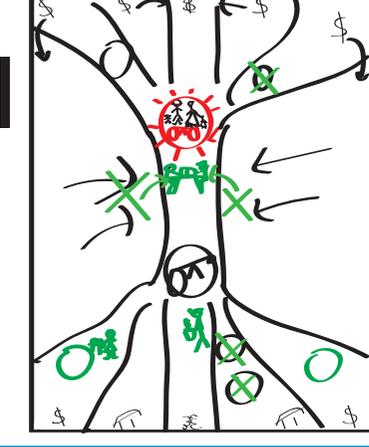
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## Facilitation Overview

*All of Day  
3 of the 5 day  
catalyst workshop.*

*When used for  
peer sharing, the  
champion:*

- explains the purpose of the tool
- goes through the steps at the back of their notebook (above)

*The person learning:*

- fills in their own tree and commitments
- says who they in turn will share with

*Finally they can compare and share ideas and see how they can work together.*

*The person should by now have bought their own notebook together with pencil or pens.*

<b>Participant preparation</b>	<ul style="list-style-type: none"> <li>• Bring your notebook diary with coloured pens.</li> </ul>
<b>Facilitator preparation</b>	<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 based on the narrative above</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>
<b>Materials/ prepared inputs</b>	<ul style="list-style-type: none"> <li>• Per participant: notebook diary, a pencil and black, blue and green coloured pens. With sharpeners and rubbers.</li> <li>• Per group: 1 flipchart put in different corners of the venue, different coloured markers (black, blue, green and red) and masking tape per group.</li> </ul>
<b>Timing 1 day minimum with 2 x 3 hour sessions and lunch with healthbreaks</b>	<p>Morning:</p> <ul style="list-style-type: none"> <li>• Pairwise to pyramid recap on sharing from homework from the previous session (1 hour)</li> <li>• Facilitator introduction and interactive presentation of steps - facilitator does not hold the pen - and drawing individual trees in diaries (1 hour 30 minutes with healthbreak)</li> <li>• Clarification on pictorial steps at the back of the notebook (this may need longer and reinforcement for those who have no formal education)</li> </ul> <p>Afternoon:</p> <ul style="list-style-type: none"> <li>• Group discussion in 2-4 single sex groups to produce quantified gender-disaggregated trees (2 hours with health break)</li> <li>• Plenary sharing of group trees (30 minutes)</li> <li>• Facilitator further recap of tool steps and clarifications copied to the back of the notebooks and homework (20 minutes)</li> </ul>
<b>Outputs</b>	<ul style="list-style-type: none"> <li>• Individual Happy Family Tree in notebook diary with at least 6 action commitments as green fruits on their own side of the tree - 2 on each root, 2 on each branch and 2 on the side forces. These will be the main basis for individual monitoring. These are shared with other household members who do their own trees as basis for a 'Household Contract Tree' in each household. And shared in groups and communities for further discussion and quantification.</li> <li>• Quantified group Trees showing the action fruits as record of baseline gender and generational differences.</li> <li>• Pictorial Tool steps at the back of the notebooks for sharing.</li> </ul>
<b>Homework for participants</b>	<ul style="list-style-type: none"> <li>• Refinement of your own individual Happy Family Tree based on the plenary discussion.</li> <li>• Act on the immediate change strategies identified and reflect on what works, what does not work.</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 make a joint Family Tree of common commitments.</li> </ul>
<b>Homework for facilitator</b>	<ul style="list-style-type: none"> <li>• Analyse the information from the group and plenary trees and put into 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>

## Facilitation Details

### **Pairwise to pyramid** **1 hour**

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; who did they share the tool with, and what was the response?

When everyone has arrived or the start time is reached, the facilitator asks the pairs to form groups to exchange experience and ideas. The groups then feed back to plenary.

### **Interactive framework and individual Trees** **See Steps 1-6** **1 hour 30 min.**

The facilitator then explains the purpose of the Happy Family Tree using the narrative above.

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.

Following the Participant Diary Steps above go through the instructions 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.

### **Clarification of steps for peer sharing** **1 hour**

Participatory recap on steps and copying on the back page of the notebook diaries. This is likely to take longer than the other tools. But it is important things are as clear as possible and understood by everyone.

### **Group discussion and participatory quantification** **2 hours**

In their single-sex groups participants then discuss and quantify the information on their individual trees (See discussion of participatory process above). Participants should be able to facilitate themselves with minimal input from the facilitator.

Participants can add and change things on their own trees as they discuss.

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.

### **Plenary sharing of action commitments** **20 minutes**

Each group comes up to the front and present their tree, taking turns to explain the drawings. All participants from each group should say something as part of confidence building and development of presentation skills.

### **Final clarifications on pictorial steps and homework**

Put people in pairs - those who have understood well and those who need more time. They share both the steps to make sure everyone has things in their notebook. Those who are a bit behind share their difficulties and they also discuss strategies for sharing when they get back home.

Finish with some voluntary suggestions of useful strategies.

Say that the Happy Family Tool is the last tool of the catalyst process. The next day will be spent for further deepening of their own plans and clarifications. They will also be having fun with songs, dance and also role play as a preparation for sharing with government on Day 5 (see suggestions in Overview Facilitation Guide) and Community Day in the kebele.

# DO

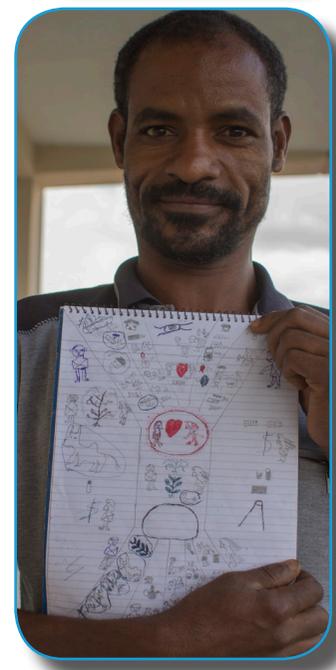
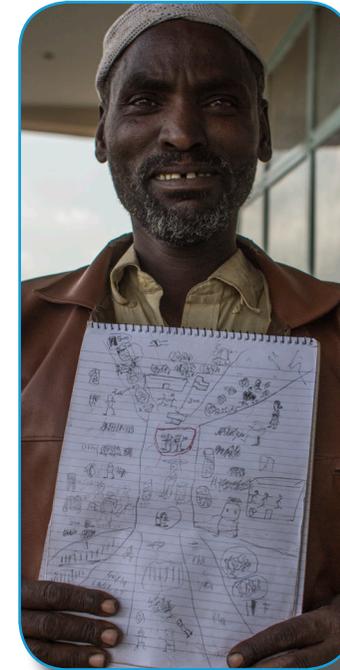
- Remember to SMILE. No matter what is said.
- Inspire and encourage men and women to bring about progressive changes in their lives for the future, not feel defensive about behaviour in the past.
- Keep things balanced - acknowledge some of the peer pressures on men and the fact that some women also discriminate against men (e.g. excluding men from the kitchen even if they offer to help) and may spend money on costly beauty products and clothes.
- Avoid any top-down imposition of your own views and reactions.

## BUT

- Start to be more questioning of gender inequalities that have surfaced. This should still be with a light and sensitive touch - building on what is coming up from the process.
- Make sure participatory norms are followed and discriminatory views do not dominate discussion because of a few individuals.

## BY

- Noting who are the women and men who support changes, and asking them to speak. Let others speak also, but ask those supporting change to respond. The more participants who support 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.
- Speaking yourself in the last instance only - to clarify or question contradictions or just state that you have seen 'natural gender inequalities' challenged and changed elsewhere.



*Some of the champions from Timret Catalyst workshop who chose the Happy Family Tree as their favourite tool. It was interesting how many men chose this tool as their favourite.*

## Monitoring and Impact Assessment

*Participants in the first workshops are not 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.*

*Individual trees are tracked by individuals for their own reflection and learning, and shared in households and groups as described above.*

*The drawings can also be used as the basis for quantitative, qualitative and/or participatory impact assessment. This is preferably done at 6 months (including baseline) and 1 year, then annually.*

*If the process has been fun and empowering, it is likely that information given in follow-up interviews and participatory research will be richer and more reliable than in conventional surveys.*

## Context Analysis/Baseline

If there is sufficient documentation capacity at workshops and group/community meetings, context notes can be made on the following:

**Trunk - household structure:** How many households are monogamous/polygamous/single person/female-headed? what does this imply for gender strategies eg need for widows groups? youth groups? This can be compared with the relationships identified in Tool 3: Change Leadership Map. What other family or friendship relationships outside the household are important?

**Roots - division of labour:** 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?

**Branches - expenditure:** 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?

**Forces on the trunk- ownership and decision-making:** 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?

Alternatively, quantification and qualitative notes can be made from the individual and/or group diagrams, following the same sampling principles as other surveys and questionnaires. This is preferably done as part of 6 month impact assessment, using the initial drawings.

## Impact assessment

Done at 6 months (including baseline) and 1 year, then annually from the individual and/or group diagrams, following the same sampling and recording principles as other surveys and questionnaires.

**Change commitments:** What are people aiming for? What are the main types of strategies that women and men choose as green fruits to balance the tree? What are the implications for indicators to be used?

**Change achievements:** What are the red fruits achieved? (partly/wholly can be indicated by the extent of the completion of the circle). Which fruits are still in process? Which other gender indicators were already achieved (these can be added to the individual trees in black)? Which other gender indicators were not considered relevant or desirable (these can be added to the individual trees in blue)?

**Specific lessons** from youth/single sex/polygamous households?

**Qualitative information on attribution:** 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.

*For further details on PALS monitoring and impact assessment see other resource links from: <http://gamechangenetwork.org/network/ethiopia/>*