

Tempered Radicals: the outsiders within

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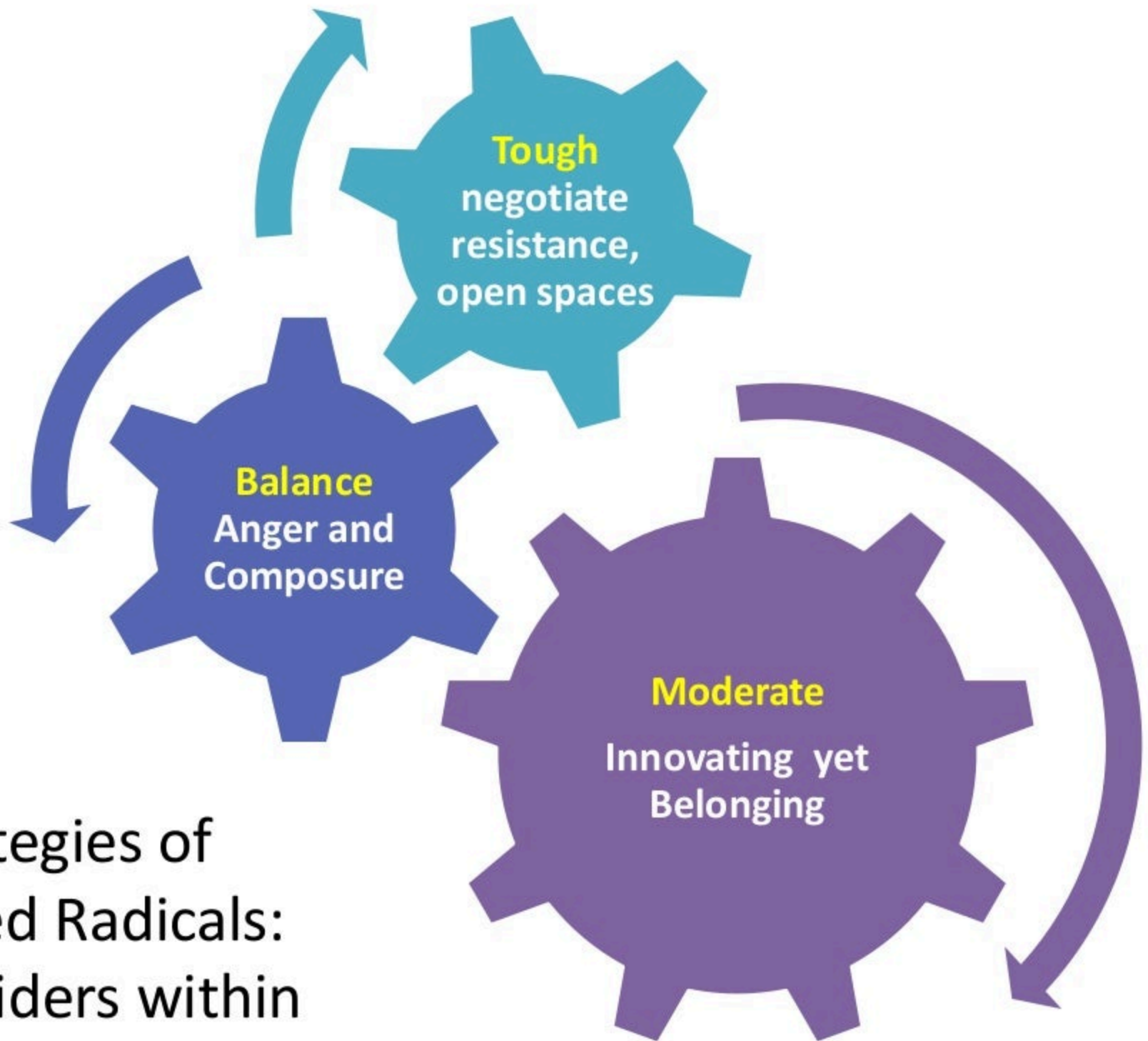
Tempered Radicals: the Outsiders Within



They experience dominant culture as violation of the integrity and authenticity of their personal values and beliefs.

They seek to move forward whilst challenging the status quo.

Source: **Meyerson and Scully, 1995**; much other research including Farnworth *et al.*, 2007 on CGIAR!



Key Strategies of
Tempered Radicals:
the outsiders within

Research Questions

1. Is the concept of 'tempered radicals' useful to an understanding of the strategies innovators develop to secure their goals?
2. If so, are there gender differences in the nuancing of these strategies?
3. How can research organizations, rural advisory services, and other stakeholders, support tempered radicals?

Study Communities

Two wheat growing communities in Oromia



Source of Map: Al Jazeera News

Data
Sources:
Gennovate
Oromia



Daniel

Aysha

Ibrahim



Yonas

Mimi

Hannah

Martha

Soloman

Personal Histories of Innovation

Men

- All married
- ‚Power within‘
- Meta-narrative – change of mindset, identify with global modernization processes

„Technology has expanded, access to technologies is better, life has changed.“

Women

- One widow/two divorced. Married woman has supportive (non-ag) husband.
- ‚Power won‘
- Detailed personal stories

„Everyone knows where I was. My husband was beating me. Now I make my plans myself. No one ever decides for me.“

Characteristics of Innovators

	Women	Men
Personal curiosity/ freedom of mind	XXXX	XXX
Ability to learn from mistakes	XXX	X
Positive attitude to risk	XXX	
Skills/ Knowledge	X	XXX
Willingness to work hard	X	
Technology Adaptation	XX	XX

Note: Innovators provided categories, and explanations

Men

„Even in bed I'm always making plans.“

„The way I plough, the way I plant, the way I apply fertilizer is completely different.“

„I improved the Broad Bed Maker. No one told me how to do it. I did it myself.“

Women

„Freedom of mind, preparing your mind and body.“

„At first I failed, but I enjoyed trying to understand what I could do better. I was proud of myself.“

„I don't eat or sleep on time. I don't have close friends. I work and work.“

„I sowed the way I wanted at night.“

„I made my own Broad Bed Maker.“

Supporters

	Women	Men
Extension Services	X	XX
Neighbours		X
Wife		XXXX
Husband	X	
Children	XXX	XX
Brother		XX
Uncle	X	

Men

„I have a good relationship with the extension services.“

„As for the neighbours, I don't bother about what they say.“

„My wife says, Go for it!“

„My children said, Father is obsessed with these ideas. He is crazy. Now they zip their mouths.“

Women

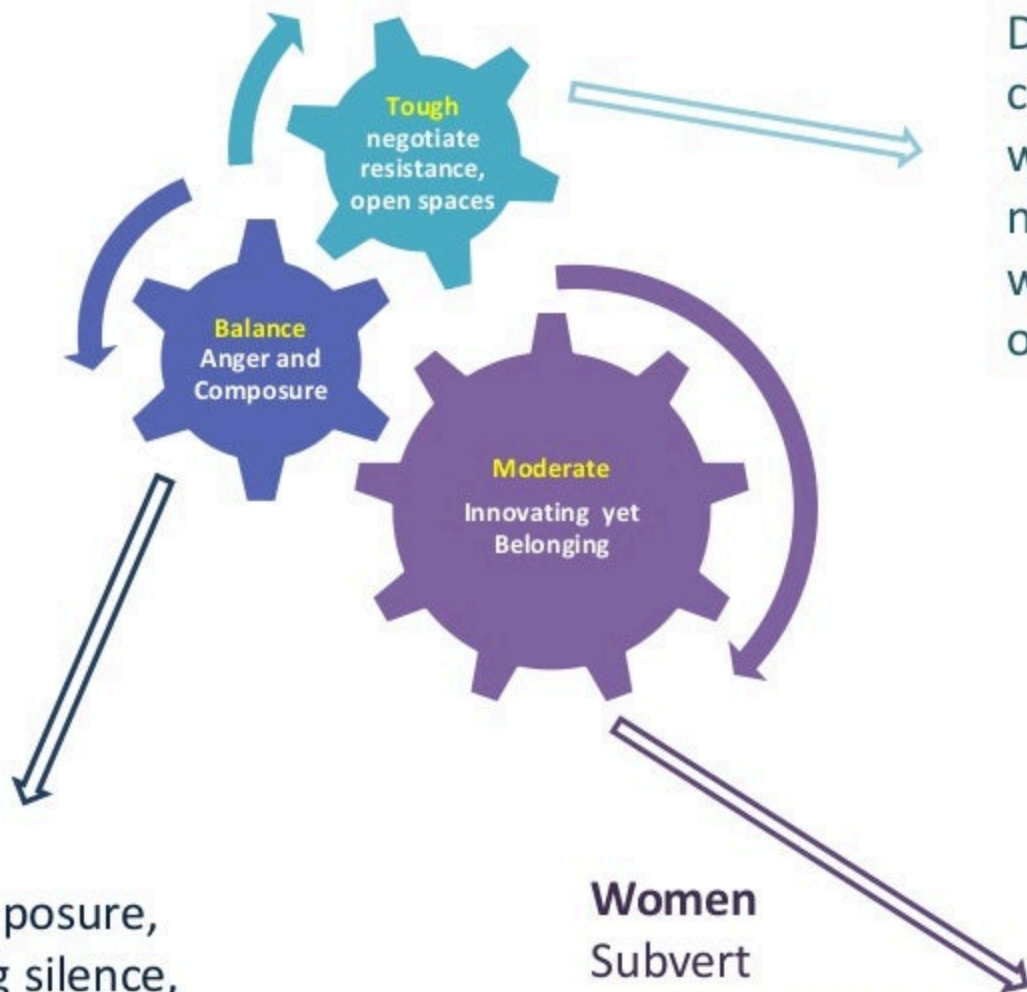
„Extension workers are biased and distribute new varieties unfairly.“

„Neighbours insult me. They say did the kebele (local govt) marry you that you go there all the time.“

„It is hard for a woman who fails. They will talk about it for years. If a man fails no one bothers.“

„My children worked day and night with me (on the innovation). It was a difficult time.“

„My son thinks he owns me. But I decide for myself.“



Women

Draw legitimacy from self-conceptualization. Not validated by wider community - not part of gender norm (Often on boundary anyway – widow, divorced.) Seek other ways to open spaces e.g. belonging to group.

Men

Draw ,legitimacy' from outside. Supported by extension services, and modernizing meta-narratives.

Women

Use composure, including silence, to reach their goals.

Men

Use anger more than composure, reject old ,mindsets'.

Women

Subvert marginalization to set agenda and reach goals. Precariously located ,outsiders within'.

Men

Innovation considered ,male' characteristic. However, marginalized by community. Critical even of extension services. Occupy defiant ,liminal zone'.



Managers of Dissonance

Expose faultlines between tradition and change

Create discomfort – expose deep norms

Negotiators between norm and sanction

A Reminder: the Research Questions

1. Is the concept of 'tempered radicals' useful to developing an understanding of the strategies innovators develop to secure their goals?
2. If so, are there gender differences in the nuancing of these strategies?
3. How can research organizations, rural advisory services, and other stakeholders, support tempered radicals?

What can we do?

- More research.
- Develop partnerships with women and men, community, local and higher level institutions, to expand the realm of ,legitimate behaviour‘ in relation to innovation.
- Specific strategies to support innovative women-headed households.
- Consider use of community dialogues and household methodologies.

GENDER AND AGRICULTURAL INNOVATION IN OROMIA REGION, ETHIOPIA

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