**Agricultural extension approaches in food security and Agricultural programs (MFS516)**

**Munyaradzi Munyama**

**B232982A**

**1.Review the ethical consideration for an extension agent in Zimbabwe and develop own code of conduct for extension staff in your organization**.

**Definition of terms**

The extension Agent –an extension agent is a person responsible for providing the knowledge and information that will enable a farmer to understand and make a decision about a particular innovation, and then for communicating that knowledge to the farmer.

Ethics-these are moral principles that govern a person behavior or the conducting of an activity.it is also the accepted morals, values and principles of right conduct for a profession or area of service.

The ethical consideration for extension agent are as follows:

**Integrity**

It is the quality of being honest and having strong moral principles for example if a beneficiary is to get 8 bags of fertilizer, the agent must not give less or more quantity.

**Respect**

Means a feeling of deep admiration for someone or something elicited by their abilities, qualities or achievements for example being kind and courteous. listening and avoid interrupting.

**Diversity and inclusion**

Is the acceptance of individuals differences and uniqueness, including values and beliefs, culture, ethnicity, language, ability and experience. Examples of diversity include visible such as age and gender.

**Collaboration and partnerships**

Working with others to achieve results for example an extension officer working with others like GMB staff, police, councilors and government departments to achieve his or her task. should support, mentor and train colleagues.

**Cultural and gender sensitivity**

Is to understand and give consideration to social cultural norms and discriminations in order to acknowledge the different rights, roles and responsibilities of women and men in the community and the relationship between them. For example, no should refrain from discriminating against or stereotyping clients on the basis of sex or gender, treating all clients with equal respect.

**Accountability and transparency**

It involves actively sharing feedback. providing honest and constructive feedback helps team members understand their strength and areas for improvement .it encourages an open dialogue, fosters continuous growth and promote a culture of learning. For example, on accountability, the agent should own his mistake, apologies and make amends. For transparency should making clear what is okay and what is not okay.

**Farmer centeredness**

Actions or initiatives should benefit the farmer. The agent should not interfere in the farmer’s decision making process by respecting their choices, priorities and beliefs. The agent should put farmers at the center of the research and development process and developing innovations that meet their specific needs and priorities.

**Innovativeness**

Is the process of bringing about new ideas, methods, products and services or solutions that have a significant positive impact and value? For example, an extension may introduce climate proof to areas where it was not carried out. And the use of organic manure in place of compound D fertilizer.

**Develop own code of conduct for extension staff in GMB**

A code of conduct is a defined set of rules, principles, values employee expectations, behaviors, and relationships that a business considers import and believes necessary for its success. Developing a code of conduct for GMB staff to consider the following: employees are subjected to a conduct which does not put the organization into disrepute, so if one fails to perform as per the guide line then a code of conduct will apply .so the following must be included into the code:

1.introduction2.application of the code3.purpose of the code. interpretations of the code. grievance handling procedure. the displinary hearing procedure. Definitions

of acts of misconduct and disciplinary measures and responsibilities.

the code must have a misconduct charge

category of offenses and appropriate level of penalty

**Category 1: Gross misconduct**

Theft, fraud, forgery, corruption falsification and involvement in bribery

First breach the penalty is dismissal

**Category 11: Serious offences**

Negligence of duty, incompetence, failure to report occupational accidents, proven rudeness to customers

First breach is written warning and second breach is dismissal

Category 111: Minor offences

Poor time keeping, minor cases of loss, damage or misuse of company property, breach of company standing regulations which do not prejudice the GMB in any way.

First breach written warning, second breach written warning, third breach final written warning with or without demotion or down grading.

**Conclusion**

An extension agent need several specific qualities like public speaking skills, accountability, integrity and should be comfortable working with large groups of people.

Code of conduct helps to protect the employer and employees. still there are other purposes as well, such as stating the company’s values, encouraging teamwork, helping with decision making and aiding in promoting a positive employee-client experience.