

Comparative Analysis of Zicarep Agricultural Improvement Programme: A Quantitative Study From Anka And Bukkuyum Local Government Areas, Zamfara State Of Nigeria

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ABSTRACT

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Objective: In the Anka and Bukkuyum Local Government Areas (LGAs) of Zamfara State, Nigeria, this study assesses the effect of the Zamfara Comprehensive Agricultural and Rural Development Programme (ZACAREP) on target beneficiaries as well as the program's perceived success.

Design/Methodology/Approach: A quantitative survey approach was employed, with 60 respondents selected from each LGA, using primary data collected from 120 beneficiaries. From each of the six carefully selected wards, twenty responses were selected proportionately. To assess program results and recipients' perceptions, data was examined using descriptive statistics including frequencies, percentages, and arithmetic means.

Findings: The test's findings demonstrate the high level of program satisfaction. 96.6% of respondents in Anka LGA and 91.6% in Bukkuyum LGA said the initiative was successful. Very few respondents thought the initiative was a un successful. The results support the adoption of the alternative hypothesis and the rejection of the null hypothesis by demonstrating that the ZACAREP program greatly benefited the target beneficiaries.

Practical Implications: By encouraging beneficiaries to preserve and grow program outcomes through ongoing engagement and community ownership, the study suggests bolstering sustainability measures.

Originality/Value: This study provides empirical evidence of the effectiveness of the ZACAREP program at the local government level and contributes to the limited body of literature on the evaluation of agricultural and rural development initiatives in Nigeria.

Keywords: Years of experience with ZACAREP, target beneficiaries and problems encountered, services provided to farmers.

1| INTRODUCTION

Zamfara is an agrarian State with about 82% of its population living in rural areas and depending on agriculture and agriculture related activities for their livelihood. The state has about 250,000 farming families majority of whom are small scale resource poor farmers having small land holdings. The Agricultural production system in the State is characterized by inadequate adoption of available technologies, high post-harvest losses, poor storage systems and lack of access to markets. Though endowed with abundant agricultural resources, the State is inhabited mainly by the poor with large segments of its population generally by-passed by the benefit of development. Given the role agriculture plays in stimulating the process of economic growth and development through increased production, processing, marketing and development of small scale agro-business, its development is crucial in the generation of broad based economic growth necessary for rural development. Believing that agriculture will provide the engine for economic growth of the state government created Zamfara Comprehensive Agricultural Revolution Programme (ZACAREP) to bring about a comprehensive revolution of the agricultural sector towards increased agricultural production through the introduction of new technologies adoption of simple technology in areas of agricultural mechanization techniques, utilization of improved seeds and seedlings and enhanced post-harvest and marketing strategies. The high economic growth rate target envisaged by government can only be realized if agricultural production is significantly increased. Higher output will directly reduce hunger and bring down the cost of food. It will also have wider economic benefits from stimulating raw materials for small / medium scale agro-allied enterprises in the State. In view of the foregoing therefore, the overall objectives of this paper was to investigate the role and contribution of ZACAREP towards Agricultural development in Anka and Bukkuyum Local Government Areas in Zamfara State of Nigeria. The specific objectives were as follows:-

- Examine the years of experience of ZACAREP Staff in the programme.
- Assess the level of farming on target beneficiaries in the study areas.
- Investigate ZACAREP Programme and its contribution towards Agricultural development in Anka and Bukkuyum Local Government Areas.
- Evaluate the impact and type of support extended by ZACAREP Programme on target beneficiaries.

1.2 Research Questions:

The following research questions are presented as follows:-

- What is the impact of ZACAREP Programme in raising the living standard of subsistence farmers in the study areas?
- What are the demographic characteristics of the respondents?
- Did the income of farmers increased through the use of ZACAREP recommended practices?
- Is there any meaningful profit in using advanced crop production system?
- What is the role of target farmers in the execution of ZACAREP Programme in the study areas?

1.3 Hypothesis:

The following hypotheses are proposed to be tested.

- Ho. The Impact of ZACAREP programme did not change the Lives of the target beneficiaries.
- Ha. The Impact of ZACAREP programme have changed the lives of target beneficiaries.
- Ho. Income of farmers remain stagnant through the use of ZACAREP recommended practices.
- Ha. Income of farmers increased due to use of ZACAREP recommended practices.
- Ho. The negative role played by target farmers in the execution of the programme led to failure of the programme.
- Ha. The positive role played by target farmers in the programme execution led to success of the programme.

2 | Literature Review

Anka, (1995) have identified rural development programmes in Pakistan few specific programmes have been unique in one aspect for .e.g. village and was the first programme which extended its organizational rugs to the heart of rural areas through village and workers and incorporating the component of women development. Gazalla and Rao, (2004) have provided some empirical evidence. To show that community based and driven development project have not been particularly effective at targeting the poor. Most of such projects are dominated by elites with low participation from target beneficiaries. IFPRI, (2007) Conducted an In-depth evaluation of National Development Project III in Nigeria and found that after its first full year of operation the project had increased average households incomes by 60 percent. As a result of its favourable impacts the project won the African award of excellence by the World Bank in September, 2007. Torero, (2008) Presents significant challenges and opportunities For policy makers intent on accelerating rural development in Latin American countries. These countries have adopted far reaching reforms. As a result their economy have grown and inflation has decline. Despite these positive results high rate of poverty, malnutrition rate and under-developed agricultural sectors are common. Khan, (2009) Examines in details, facts, activities and analysis Of nine rural development programmes in Pakistan. The study highlights how rural community organizations have enable people to participate in making decisions that affect their well-being and claim resources from outsiders particularly public sector organizations. Anka et al, (2009) investigate the activities of VDOs village Development Organizations in District Badin in Sindh Province of Pakistan. Survey results revealed that 1.6% of the respondents pronounced self-reliance and regular meetings were adopted by only 3.2%.The study emphasized that empowerment is the most important activity for poverty alleviation. About 18% agreed that their income increase due to Agriculture and Livestock farming. Finally, 42% revealed that their income remain stagnant due to lack of credit facilities. IFPRIs ASTI Initiatives, (2009) report shows that although Many Latin American Middle Income countries realized impressive growth in Agriculture and Rural Development spending between 1996 to 2006. Three countries Argentina, Brazil and Mexico accounted for 70 percent of total Agric Investments in 2006. The report concludes that strong political support for Agric & R-D research and financial support is required in order to achieve food security. Anka, (2012) Presents four decades of Rural Development in Nigeria over the years government initiative in rural development and empowerment of the poor have played a very good role in rural poverty alleviation. Accordingly Nigeria has adopted IRDP as an approach. This had played a very good role in improving the living standard of the people. Yogi M, Ratnanigtya S S, Wijaya N & Rochana S

H (2026) Investigates the economic and Social effects of Too Road Development in rice farming household in Terisi District Indramaya Indonesia. Findings of the Study indicates that economic difficulties were the primary concern representing 39% of responses and negative impact. The negative Impact overshadowed and positive as shown by 14.7: 1 negative ratio, the research suggest effective mitigation should prioritize fair land based settlements targeted livelihood restoration project. Despite adverse impact 19 farmers continued in Agriculture showing resilience, while 13 diversified into Non-Farm activities. Khoza A, Mayekiso A, Ladwaba L J and Belete A (2025) Analysed how fortune 40 initiatives an Agriculture programme impacted rural livelihood of youth in Bushbuckridge local municipality. The major conclusions drawn from the study fortune 40 programme had a moderate impact on rural livelihoods. The results indicate factors such as access to credit and land size, type of farming, influence the programme impact. The study recommend fair land allocation for farming and improved access to credit particularly for youth agriculture graduates involve in farming. Luqman M, Mahmood M U, Farooq M, Tahir M A (2021) Assess rural development initiatives in Pakistan to improve livelihoods of rural communities. The Government has adopted various rural development programmes but majority of them left little effect on the ground. According to recent report about one third population of mountainous region is still facing the problem food insecurity, poverty, and hunger which results in economic and political instability. Considering this development the Government has launched many rural development programmes but almost all of them were terminated after gaining little success. The leading constraints to rural development strategies include shortage of funds, dominated status of bureaucracy and lack of coordination among implementing agencies and local communities. As most of the NGOs are acing problem in delivering welfare services to rural poor as they are being blamed on working for western agenda. By involving the community, giving them influence over events, and ensuring that development is sustainable, community development projects are excellent at assisting local residents. Community-driven development is not the same as a top-down approach where everyone is told what to do. Rather, it empowers community members to decide what initiatives they want to undertake, see them through to completion, and oversee them in order to address the social and economic issues they encounter. In Nigeria, initiatives to rehabilitate rural roads and bridges and assist the impoverished have been launched by the government and donors. However, these initiatives have not always been successful due to a lack of funding, institutional backing, and community involvement in community development initiatives. These kinds of community development initiatives are crucial for the local population. The 3i's Initiative in Ondo State serves as an example of how the local firms like Community Project Management Committees (CPMCs), infrastructure development, and agricultural services can effectively support participatory approaches that increase agricultural productivity, diversify livelihoods, build social capital, and improve household welfare. Hence the Long-term sustainability is nevertheless hampered by issues like scarce institutional support, poor monitoring, and limited services. Therefore in light of this, Adeyeye et al. (2024) assessed how community development program initiatives affected rural residents' livelihoods in Ondo State, offering empirical proof that local ownership and active community engagement are crucial for sustainable rural development. Taking notes of the African Development Bank (2024), the poverty eradication and economic progress in Africa depend on sustainable local transformation. The notes highlights the significance of investments in agricultural modernization, rural infrastructure, human capital, climate resilience, and Within governance to enhance lives and suppress

regional inequities. This encourages as well increasing institutional capacity and community engagement to ensure the long-run sustainability of rural development programs. According to Agueue (2022). his study revealed that the community engagement in project planning, implementation, and monitoring improves project sustainability and socioeconomic outcomes. It concludes that participatory projects enhance rural livelihoods by fostering collaboration, empowerment, and shared accountability among stakeholders.

2.1 Theoretical Framework:

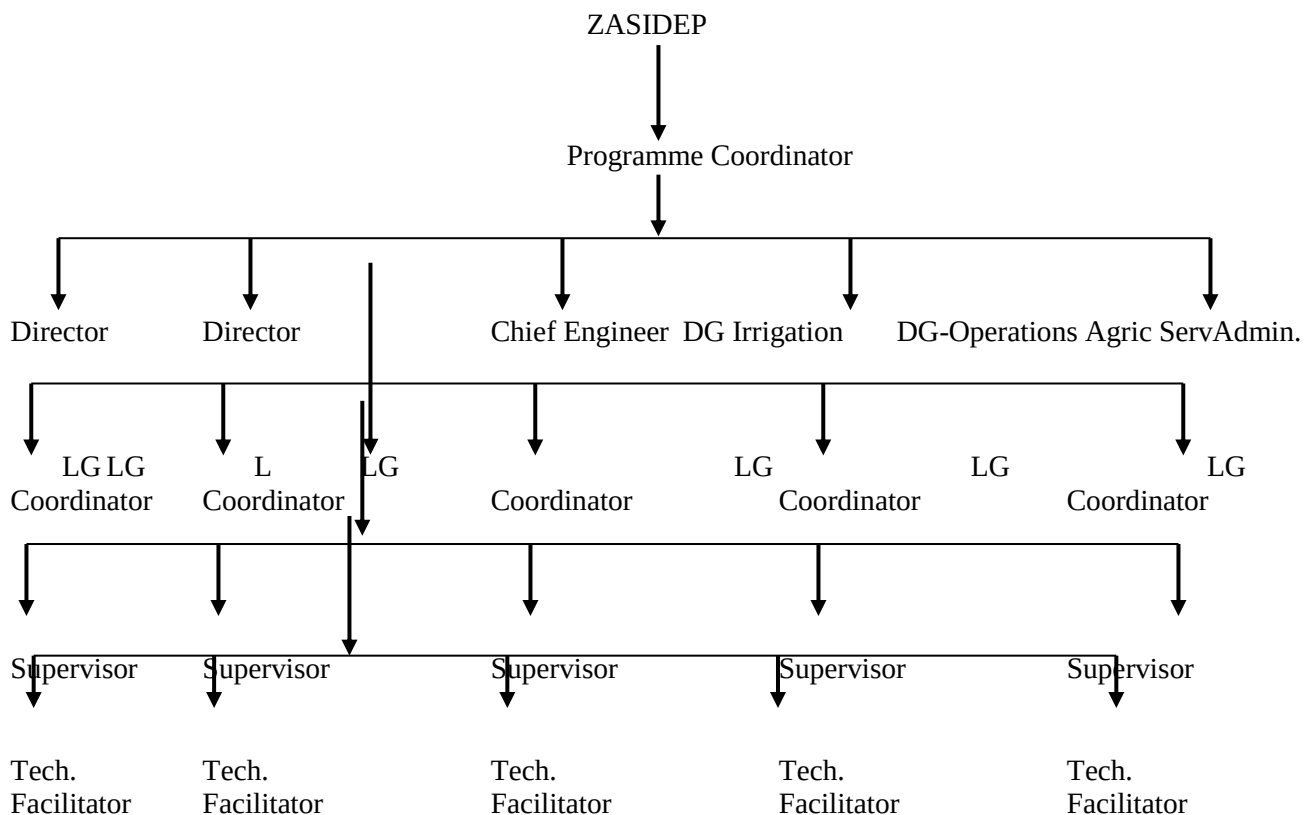
The objectives of ZACAREP were as follows:-

1. Increased crop production by small and medium scale farmers of Zamfara state through dissemination of improved crop based technologies.
2. Routine seasonal capacity building of frontline extension staff along with resourceful farmers to develop quality extension staff for effective technologies transfer.
3. Promoting development of farmer associated for linkage to savings and loan services input supply and output marketing.
4. Introducing cost reduction, labour saving agro-processing technologies and identifying new income generating opportunities for women.
5. Increased meat production through the provision of full package of bull, rams, goats, etc. feed drugs and mineral salts with improved livestock feed management technology to farmers.

2.2 Administrative Set – up:

The activities of the organization cover the entire State i.e. all 14 Local Government Areas and 17 Emirate Councils. Each Local Government is headed by Local Government Coordinator. While each District / ADC is headed by a Supervisor assisted by Technical facilitators. Below is the organogram of ZACAREP administrative structure from the highest decision making body to the local government management level.

Figure 1: ZACAREP ORGANOGRAM



2.3 Target Population:

Rural Poor Male and Female farmers and livestock rearers as well as other economic interesting groups. The disadvantaged and physically challenged groups. All citizens of Zamfara State interested in farming.

2.4 Responsibilities of Technical Staff:

1. Coordinating the activities of ZACAREP and farmers
2. Supervision of the farmers, their field days and co-extension staff.
3. Facilitating farmers on other sources of loan and marketing.
4. Educating farmers on improved techniques:-
 - i. Organising field days
 - ii. Field demonstrations
 - iii. Organising farmers into groups
 - iv. Conducting technical training for farmers.

2.5 Basic Services Provided by ZACAREP to Farmers:

1. Free extension services through the use of technical extension staff.
2. Provision of Loan facilities like Agric Input loan, Animal traction and cash loans, etc.
3. Linkage to financial institutions like Banks and Insurance companies.
4. Capacity building through Workshops and Field training.

2.6 Implementation Strategy:

The strategy of Agricultural Revolution Programme (ZACAREP) recognizes that income generating and welfare enhancing activities must be tackled in Tandem with agriculture in a multi-faceted but well coordinated manner through integrated agricultural development. The implementation strategy will consists of:-

- Community driven participatory approach.
- Reliance on the private sector for participation and lead investments in production activities.
- Technology – driven approach which encourages the farmers to appreciate, accept and adopt relevant technological ideas, methods, processes and techniques.
- Government playing a leading role in Agricultural development efforts by provision of logistics support to extension and capacity building for extension agents and farmers.

2.6.1 Extension Arrangements:

An extension arrangement is needed to be put in place. It was estimated that Zamfara State has 250,000 farming families. Farmers are requested to form and belong to groups if they do not belong to one already. The groups should be of manageable sizes. All groups will be regarded as target groups. For the first year of intervention, facilitators will be the target farmers at whom will be directed all the intervention efforts. In order to achieve this a series of capacity building trainings was carried out for both technical and farmer facilitators. Stakeholder meetings and workshops was held to strengthen, links, cooperation and implementation efforts amongst the stakeholders.

2.6.2 Group Formation:

Even though groups might have existed and farmers might have formed new groups either with or without the encouragement of and assistance of others, the technical facilitators will need to check some technical details related to group formation in order to ensure that some vital information for a well organized and potentially sustainable groups have been met by each of the groups.

2.6.3 Sourcing of Inputs:

ZACAREP will facilitate to acquire inputs from private input dealers in good time. Where capital is a problem again, ZACAREP is expected to facilitate the sourcing of credit by farmers from suitable sources. Technical facilitators are expected to ensure that the quality and quantity indicated for every input is correct.

2.6.4 Financial Plan

It is encouraged that activities that will be required for direct funding from the State Government in areas of training capacity Building and Supervision. The major costs under the project will be those of inputs for the farmers. ZACAREP will facilitate the Linking of farmers to input suppliers and financing institutions such as the NACRDB and other Commercial Banks.

2.6.5 Training of Supervisors, Technical Facilitators and Farmer Facilitators:

For each crop selected, there shall be specific technical packages on which the supervisors and technical facilitators need to be trained. The training will emphasis on skill acquisition such as to ensure that agricultural and agronomic practices are carried out as accurately as possible by farmers. Technical facilitators shall be introduced to basic principles of participatory processes. This when conveyed to farmers will enable them own and take full charge of their activities throughout the season. The technical facilitators trained will be expected to in turn train the farmer facilitators. They will also be expected to develop a calendar of their activities based on problems they identified, the solutions they proffered and the action plan they drew up.

2.6.6 Development of Extension Service Centres:

The operation base of every technical facilitator should be regarded as extension service centre. The Area Development Councils/Districts will be expected to provide some basic facilities for the centre. The input suppliers especially from the private sector will be expected to make their products available at the centres through arrangement with their local dealers everywhere in the State.

2.6.7 Provision of Logistics and Field Supervision:

All field staff will need mobility to enable them provide effective and efficient facilitation and supervision. All supervisors and Technical facilitators shall be provided with motorcycles to enable them handle their jobs efficiently and effectively. They will also need funds to enable them maintain their motorcycles.

2.6.8 Arrangement For Harvesting, Storage and Marketing:

Farmers through the technical facilitators will be introduced to improved harvesting and storage practice. There is need to rehabilitate big Government stores built for the ADP programme, where purchased produce can be kept before being marketed.

ZACAREP should liaise with ZASIDEP to ensure that facilities are provided for easy transportation of agricultural goods. Buying centres need to be set up and arrangement with marketers for the purchase of farm produce at reasonable prices.

2.6.9 Expected Benefits:

- Increased in crop production and income farmers.
- Crop production is expected to be sustained after the intervention.
- Increase in crop production shall be maintained between (48-60%) with the support of Zamfara State Government. Production is expected to increase to 90% before the end of the project.

- It is expected that 56,000 hectares of land will be put under cultivation for crop production. Many youths in rural areas will also gain employment on farms.
- During the period of project implementation 40,000 farmers groups are expected to be formed.
- Improvement of nutritional status of the rural communities.
- Employment generation in rural areas which will reduce the menace of rural – urban migration.
- Making available some raw materials to the agro-allied industries in the State i.e. textiles and oil mills and ginneries.

3 | Research Methodology Research Design And Sample

Methodology is defined as a philosophy of research process which includes the assumptions and values that serve as rationale for researching conclusions. The method adopted for this research was the use of available data and survey method.

- Instrument:** Relevant data for the study was collected through the use of face to face structured; interview were written before hand and asked in the same orders.
- Sampling Technique:** ZACAREP Programme operates in all the 14 Local Government Areas of Zamfara State. However, two Local Government Areas namely Anka and Bukkuyum were selected from each Local Government; three wards were selected using stratified random sampling technique.
- Sample Size:** The total sample size for this research is 120. This is divided into two making it 60 samples per LGA. A breakdown of sampling frame indicating selected LGAs; Wards and number of sample respondents selected. In each ward of the two LGAs 20 samples size was selected in equal proportion.

Table 1: Sampling Techniques and Sample Size:

ANKA LOCAL GOVERNMENT.		
AREA	Frequency	Percentage
Name of Ward		
Galadima	20	16.6
Wuya	20	16.6
Barayar Zaki	20	16.6
Total	60	50

BUKKUYUM LOCAL GOVERNMENT.		
AREA	Frequency	Percentage
Name of Ward		
Nasarawa	20	16.6
Zarumai	20	16.6
Bukkuyum	20	16.6
Total	60	50

Source: Survey Results, 2026

- d. **Data Collection:** Data was collected from 1st to 14 June 2015 on socio-economic background of respondents such as Gender, level of education, family size, occupation, level of farming, years of staff experience with ZACAREP.
- e. **Data Analysis:** Descriptive statistics such as arithmetic mean and sample percentages were used to achieve the objectives. Add to (e) Questions were asked by the researcher based on the problem stated and respondents answer the questions promptly after which the researcher fills the questionnaire based on information given by respondents. In this research there are two types of respondents farmers and technical staff / technical facilitators and their supervisors.
- The farmers provided information on how he benefited from the programme and to what extent they have benefited.
 - The technical-staff conveys the extension messages to farmers which help in improving their crop production activities.

4 |Results and Discussion

4.1 Demographic Characteristics of Respondents N=120

Gender, level of education, family size, occupation, level of farming, years of staff experience with ZACAREP were some of the personal characteristics described as follows:-

Gender: Data presented in Table 2 have shown that 45(75%) of the respondents in Anka LGA were male. While, in Bukkuyum LGA 40(66.6%) were male. Similarly, 15(25%) of the respondents in Anka LGA were female and 20(33.33%) female respondents were from Bukkuyum.

Table 2: Distribution of Respondents by Gender:

Gender	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Male	45	75	40	66.6
Female	15	25	20	33.3
Total	60	100	60	100

Source: Survey Results, 2026

Level of Education: Opinion regarding level of education of technical facilitators and supervisors have shown that 20(33.3%) of these staff in Anka LGA holds SSCE certificate. While in Bukkuyum 12(20%) holds SSCE. Majority of staff of both Anka 32(53.3%) and Bukkuyum 40(66.6%) holds Diploma / NCE about 6(10%) in Anka and 8(13.3%) in Bukkuyum LGAs holds B.Sc/HND. Only 2(33.3%) in Anka LGA holds M.Sc. Degree.

Table 3: Distribution of Respondents by Level of Education:

Level of Education	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
SSCE	32	53.3	40	66.6
Diploma /NCE	20	33.3	12	20

B.Sc./HND	6	10	8	13.3
M.Sc.	2	3.3	-	-
PhD	-	-	-	-
Total	60	100	60	100

Source: Survey Results, 2026

Family Size: Perception of respondents regarding family size is presented in Table 4. The result shows that 30(50%) of the respondents in Anka LGA and 36(60%) in Bukkuyum LGA are in the range of 1 – 5. While 20(33.3%) in Anka and 18(30%) belong to the age range from 6 – 10. Similarly, 8(13.3%) and 3(5%) in Anka and Bukkuyum LGAs respectively are in the age range of 11-20. Finally, 2(3.3%) and (3(5%) in both the two LGAs are above 21years of age.

Table 4: Family Size of Respondents:

Family Size	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
1 – 5	30	50	36	60
6 – 10	20	33.3	18	30
11 – 20	8	13.3	3	5
Above 21	2	3.3	3	5
Total	60	100	60	100

Source: Survey Results, 2026

Occupation of Respondents:

Survey results regarding occupation of respondents on Table 5 revealed that, 34(56.6%) in Anka LGA and 40(66.6%) in Bukkuyum LGA are engaged in farming business for their livelihood. About 18(39%) and 10(16.6%) in the two LGAs are engaged in Trading, while 8(13%) and 10(16.6%) in both Anka and Bukkuyum LGAs are technical facilitators and their supervisors engaged in the implementation of ZACAREP Programme to the farming community in their respective LGAs.

Table 5: Distribution of Respondents by Occupation:

Occupation	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Farming	34	56.6	40	66.6
Trading	18	30	10	16.6
Technical Facilitators and Supervisors	8	13	10	16.6
Total	60	100	60	100

Source: Survey Results, 2026

Years of Staff Experience with ZACAREP:

Perception of ZACAREP staff regarding years of experience in ZACAREP programme in the study areas is presented in Table 6. The result shows that 5(8.3%) and 2(3.3%) in Anka and Bukkuyum LGA has less than six months

experience. About 15(25%) and 28(46.6) have 6 months to 1 year experience and finally, 40(66.6) and 30(50%) spent between 2 – 4 years experience in ZACAREP programmes in the study areas.

Table 6: Distribution of Respondents by Experience with ZACAREP:

Years of Experience	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Below 6 months	5	8.3	2	3.3
6 months – 1yr	15	25	28	46.6
2 – 4years	40	66.6	30	50
Total	60	100	60	100

Source: Survey Results, 2026

Levels of Farming: Data presented in table 7 have shown that, 40(66.6%) and 53(88.3%) of the respondents in Anka and Bukkuyum LGA are engaged in small scale Farming. While, 20(33.3%) and 7(11.6%) in the two LGAs are large-scale farmers.

Table 7: Distribution of Respondents by Level of farming:

Level of Farming	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Small scale	40	66.6	53	88.3
Large scale	20	33.3	7	11.6
Total	60	100	60	100

Source: Survey Results, 2026

Types of ZACAREP Activities: Opinion regarding types of activities under ZACAREP programme in the study areas is presented in Table 8. It shows that 22(36.6%) and 20(33.3%) in Anka and Bukkuyum LGAs are involved in crop production. About 14(23.3%) and 15(25%) are in Livestock farming. While 6(10%) and 2(3.3%) are involved in pesticides / insecticides applications. Similarly, 2(3.3%) and 10(16.6) fertilizer application. A total of 8(13.3%) and 3(5%) are involved in training of Technical Facilitators and their Supervisors. Also, 3(5%) and 4(6.6%) are busy in Training of farmer facilitators in the study areas. On equal proportion, 3(5%) and 4(6.6%) are in charge of arrangements for harvesting and storage and finally, 2(3.3%) and 2(3.3%) are responsible for facilitation and marketing.

Table 8: Types of ZACAREP Activities in the Study Areas:

Activities	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Crop production	22	36.6	20	33.3
Livestock production	14	23.3	15	25
Pesticides/insecticide application	6	10	2	3.3
Fertilizer application	2	3.3	10	16.6
Training of Tech. Facilitators and Supervisors	8	13.3	3	5

Training of Farmer Facilitators	3	5	4	6.6
Arrangement for Harvesting and Storage	3	5	4	6.6
Arrangement for Facilitation and Marketing	2	3.3	2	3.3
Total	60	100	60	100

Source: Survey Results, 2026

Impact of ZACAREP Activities on Target Beneficiaries: Perception of respondents regarding the impact of ZACAREP programme on Target Beneficiaries in the study areas is presented in Table 9. It shows that 42(70%) and 39(65%) of the respondents in both Anka and Bukkuyum LGAs agreed that the programme had created an impact on the grassroots population. While 18(30%) and 21(35%) reported that the programme did not create an impact in the study areas. About 26(43.3%) and 30(50%) of the respondents reported that their income increased. Similarly, 18(30%) and 15(25%) agreed that their crops yield increased. While 14(23.3%) and 15(25%) also agreed that their livestock business increased and finally on 2(3.3%) of the respondents from Anka LGA reported all of the above.

Table 8: Distribution of Respondents by Impact of ZACAREP programme in the Study Areas:

Impact created	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Does it create an impact?				
Yes	42	70	39	65
No	18	30	21	35
Total	60	100	60	100

Impact created	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Increased in income	26	43.3	30	50
Increased in Crop yield	18	30	15	25
Increased in Livestock	14	23.3	15	25
All of the above	2	3.3	-	-
Total	60	100	60	100

Source: Survey Results, 2026

Types of Support From ZACAREP: Survey results regarding types of support from ZACAREP in Table 10 have shown that 8(13.3%) and 12(20%) of the respondents reported that, ZACAREP staff have conducted evaluation / monitoring of the programme in the study areas. About 22(36.6%) and 30(50%) agreed that Zamfara State Government whole heartedly funded the programme with commitment. Similarly, 20(33.3%) and 3(5%) agreed that training in the form of extension advise was provided. About 6(10%) and 9(15%) reported mobilization was conducted and finally, 4(6.6%) and 6(10%) agreed that ZACAREP staff Technical facilitators and their supervisors

regularly supervise the programme in the study areas. The above findings are in line with Anka, 2010 who reported that the greatest achievements of NGOs was in mobilization and Training and provision of credit facilities to beneficiaries. These efforts created more awareness to establish more income generating business. Similarly, Sanusi, 2000 confirms that NGOs and International organizations have provided financial support which helps in project execution with success. Also, Nelson, 2005 explain that financial support and training plays a vital role in any project initiated.

Table 10: Distribution of Respondents by Support From ZACAREP Programme:

Types of Support	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Evaluation/ Monitoring	8	13.3	12	20
Funding	22	36.6	30	50
Training	20	33.3	3	5
Mobilization	6	10	9	15
Supervision	4	6.6	6	10
Total	60	100	60	100

Source: Survey Results, 2026

Problems Encountered Regarding Funding and Supply of Inputs: Opinion regarding problem encountered in the funding of the programme by Zamfara State Government and supply of inputs is presented in Table 11. The result shows that 17(28.3%) in Anka LGA and 21(35%) in Bukkuyum LGA answered Yes few problems were encountered. Majority of our sample respondents 43(71.6%) in Anka and 39(65%) in Bukkuyum answered No problems encountered regarding funding and supply of inputs.

Table 11: Distribution of Respondents by Problems Encountered in Funding and Supply of Inputs:

Problems Encountered	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Yes	17	28.3	21	35
No	43	71.6	39	65
Total	60	100	60	100

Source: Survey Results, 2026

Perception Regarding Success or Failure of the Programme in General: The perception of respondents regarding success or failure of the programme in the study areas is presented in Table 12 have shown that majority 58(96.6%) in Anka LGA and 55(91.6%) in Bukkuyum LGA believe that the programme recorded tremendous success in the study areas. While only 2(3.3%) and 5(8.3%) in the two Local Government Areas reported failure of the programme in general.

Table 12: Distribution of Respondents Regarding Success or Failure of the Programme in General:

Description	Freq. Anka LGA	%	Freq. Bukkuyum LGA	%
Success	58	96.6	55	91.6
Failure	2	3.3	5	8.3
Total	60	100	60	100

Source: Survey Results, 2026

5 |CONCLUSION

5.1 Summary:

The study assessed the implementation of ZACAREP programme in Anka and Bukkuyum Local Government Areas in Zamfara State of Nigeria. A total sample of 120 was selected divided in the two LGAs. Six wards were selected in each ward 20 sample was selected in equal proportion. Data was collected form 1st February to 14th February, 2026 in the study areas. Analysis of data was done by using descriptive statistics such as arithmetic mean, and simple percentages to achieve the objectives of the study.

5.2 Conclusions:

The major conclusions drawn from this study were as follows:

- Opinion regarding the impact of ZACAREP programme in the study area shows that 42(70%) and 39(65%) of the respondents in both Anka and Bukkuyum Local Government Areas agreed that the programme had created an impact on grassroots population. About 26(43.3%) and 30(50%) of the respondents reported that their income increased. Similarly, 18(30%) and 15(25%) agreed that their crop yield increased. While 14(23.3%) and 15(25%) also agreed that their livestock business increased.
- Survey results regarding problems encountered on funding and supply of inputs revealed 17(28.3%) in Anka LGA and 21(35%) in Bukkuyum LGA answered few problems were encountered. Majority of our sample respondents 43(71.6%) and 39(65%) in both the two LGAs answered No problems encountered regarding funding and supply of inputs.
- Perception of respondents regarding success or failure of the programme in the study areas have shown that, majority 58(96.6%) in Anka LGA and 55(91.6%) in Bukkuyum LGA believed that the programme recorded tremendous success in the study areas. While only 2(3.3%) and 5(8.3%) in the two Local Government Areas reported failure of the programme in general. In view of the foregoing therefore, Null Hypothesis it is rejected and alternate hypothesis Ha is accepted.

This paper highlights the negative effect of discrimination in the workplace on Organizational Citizenship Behavior and job dissatisfaction as one of the most important explanatory factors behind the connection is identified. This evidence supports the conclusion that employees who feel that they have been treated differently tend to feel less satisfied with their jobs, which leads to low motivation to perform extra-role jobs that help to promote the effectiveness of the organization. On the theoretical level, the research adds to the organizational behavior. The research provides a more specific conceptualization of the process of transforming unfair treatment into behavior withdrawal by empirically

verifying the mediating influence of job dissatisfaction, which can be further used in the modern organizational environment to apply the organizational justice theory. In practical terms, the results have significant implications to managers and human resource practitioners. To foster citizenship behavior and overall performance, organizations have to focus on fair treatment, transparent decision-making, and the inclusion of all people in the work environment. A reduction in the perceptions of being unfair as well as a reduction of job dissatisfaction can be achieved through the implementation of effective grievance-handling mechanisms, diversity training and anti-discrimination policies. Organizations can create a more supportive and fair working environment, by actively mitigating discriminatory actions and enhancing the experiences of the employees at their workplaces, which will help them to act in ways that are not directly related to their paid jobs. Comprehensively, the paper explains that fairness should be not only morally and legally required but also a strategic necessity to organizations that are interested in maintaining positive employee conduct and long-term organizational performance.

6 |IMPLICATIONS

On the basis of the above conclusions, the following recommendations are made:-

- Beneficiaries of ZACAREP must make efforts towards sustainability of their programme.
- Since it was concluded that ZACAREP was a viable programme, government should support new programmes in Agricultural sector that are viable.
- The leadership of farmers Association must be sustainable in the long run.
- Cooperative societies and farmers Association must ensure that their members obtain credit and inputs at the right time (before or during planting).
- It is recommended that, Government should continue to provide free extension services to farmers, this will help in sustaining their programmes.

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