

**UNIVERSITY OF EDUCATION, WINNEBA**

**MANAGEMENT OF NKONYA – ALAVANYO CONFLICT**



**A Thesis in the of Centre for Conflict, Human Rights and Peace Studies  
Faculty of Social Sciences Education, submitted to the School of  
Graduate Studies in partial fulfillment  
of the requirements for the award of the degree of  
Master of Philosophy  
(Human Rights)  
in the University of Education, Winneba**

**DECEMBER, 2020**

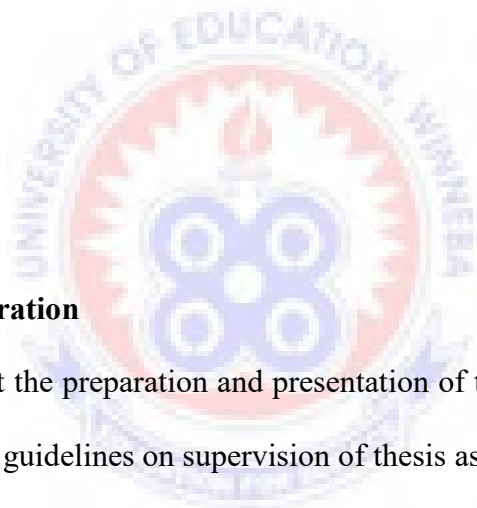
## DECLARATION

### Candidate's Declaration

I, Liberty Mensah hereby declare that this thesis is the result of my own original work and that no part of it has been presented for another degree in this University or elsewhere.

**Signature:**.....

**Date:**.....



### Supervisors' Declaration

I hereby declare that the preparation and presentation of the thesis were supervised in accordance with the guidelines on supervision of thesis as laid down by the University Of Education, Winneba.

**Supervisor's Name:** Dr. Kumi Ansah Koi

**Signature:**.....

**Date:**.....

## **DEDICATION**

To my lovely daughter Immaculate Eyram Mensah-Akpah



## ACKNOWLEDGEMENTS

My sincere thanks first and foremost go to Dr. Kumi Ansah Koi, my supervisor for his constructive criticisms, patience, and suggestion throughout this thesis work. My profound gratitude to Dr. Harrison Golo, the late Dr. Adjei Joseph Kingsley, for making available materials free of charge at lectures which were helpful to the study and personal development.

I also acknowledge the persistent love and financial supports from my sweet mother Esther Owusu, my brother Rev. Fr. Alex Akpah and my lovely intended Judith Gbadegbe.

I am grateful to Hon. Charles Agbeve, the Member of Parliament for Agotime – ziope constituency, Mr. Alfred Odikro, the party chairman for NDC (Agotime - Ziope), the vice chairman; Mr. Amadah Sylvester, the communication officer; Mr. Agbokpah James, the welfare party chairman; Mr. Moses Gati, and other constituency executives who contributed to this work in diverse ways.

## TABLE OF CONTENTS

Contents	Page
DECLARATION	iii
DEDICATION	iv
ACKNOWLEDGEMENTS	v
TABLE OF CONTENTS	vi
LIST OF ABBREVIATIONS	ix
ABSTRACT	x
<b>CHAPTER ONE: INTRODUCTION</b>	<b>1</b>
1.1 Background to the Study	1
1.2 Theoretical Framework	4
1.3 Human Needs Theory of Conflict	4
1.4 Economic Theory of Conflict	6
1.5 The Relational Theory	7
1.6 Structural Theory	9
1.7 Conflict Management Theories	10
1.8 Track One Diplomacy Theory	11
1.9 Track Two Diplomacy Theory	13
1.10 Multi-Track Diplomacy Theory	17
1.11 Conceptual Framework	20
1.12 Statement of the Problems	21
1.13 Purpose of the Study	21
1.14 Specific Purposes	22
1.15 Guiding Question	22
1.16 Significance of the Study	22
1.17 Limitation of the Study	23

<b>CHAPTER TWO: LITERATURE REVIEW</b>	24
2.0 Introduction	24
2.1 Conflict	24
2.2 The Stages of Conflict	27
2.2.1 Conflict Management	32
2.2.2 Conflict Management and Conflict Prevention	35
2.2.3 Conflict Management and Conflict Resolution	37
2.3 The Timing of Intervention	38
<b>CHAPTER THREE: METHODOLOGY</b>	40
3.0 Introduction	40
3.1 Study Area	40
3.2 Sampling Technique and Sample Size	42
3.3 Justification of the Target Population	43
3.4 Data Collection Instruments	46
3.5 Sources of Data	48
3.6 Reconnaissance Survey	48
3.7 Data Collection	49
3.8 Data Analysis	49
<b>CHAPTER FOUR: RESEARCH FINDINGS AND DISCUSSIONS</b>	51
4.0 Introduction	51
4.1 Historical Origins of the Nkonya – Alavanyo Conflict	51
4.2 Mediation Efforts	54
4.3 The Courts	54
4.4 Committees	56
4.5 Government	57
4.6 The Effects of the Conflict	58
4.7 The Nature of the Nkonya –Alavanyo Conflict	61
4.8 The Selection Process of the Mediation Committee Members	63
4.9 Procedures used by the Mediation Committee in the Management of the Nkonya – Alavanyo Conflict	65

4.10	Content of the Training and its Effects	69
4.11	Location of the Training	70
4.12	Threats to the work of the Committee and how they were handled	71
4.13	Finance and Logistics	72
4.14	Politics	72
4.15	Beneficiaries and Financiers of the Conflict	73
4.16	Rumors	74
4.17	Damaged Relationship	75
4.18	Processes used in the Management of Nkonya - Alavanyo Conflict	76
<b>CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS</b>		79
5.0	Introduction	79
5.1	Summary of Findings	79
5.2	Procedures adopted by the Committee	80
5.3	Steps adopted by the Committee	82
5.4	Conclusion	83
5.5	Recommendations	86
<b>REFERENCES</b>		88
<b>APPENDICES</b>		96
<b>APPENDIX 1</b>		96
<b>APPENDIX 2</b>		99
<b>APPENDIX 3</b>		102
<b>APPENDIX 4</b>		105

## LIST OF ABBREVIATIONS

ADR	-	Alternative Dispute Resolution
CC	-	Consultative Committee
CDPBT	-	Catholic Diocesan Peace Building Team
CPS	-	Community Peace Setters
CRS	-	Catholic Relief Services
FGD	-	Focus Group Discussion
GIPC	-	Ghana Investment Promotion Centre
GM	-	Grunner Map
HCDPBT	-	Ho Catholic Diocesan Peace Building Team
HIPC	-	Highly Indebted Poor Country
IMTD	-	Institute of Multi-Track Diplomacy
NCCE	-	National Commission for Civic Education
NGO	-	Non Governmental Organization
NPP	-	New Patriotic Party
PNDC	-	Provisional National Defense Council
UN	-	United Nations
UNDESA	-	United Nations Department for Economic and Social Affairs
UNDP	-	United Nations Development Programme
VRCC	-	Volta Regional Coordinating Council
WANEP	-	West Africa Network for Peace-building



## ABSTRACT

Conflict is an essential and unavoidable human phenomenon because where there is human interaction; there is a likelihood of personal likes and dislikes, and human rights abuses. These agreements and disagreement among individuals and groups lead them to conflicts. Conflicts are neither constructive nor destructive but the ways these are handle make them either positive or negative. This study was undertaken to examine the management mechanisms of Nkonya and Alavanyo conflict in the Oti and Volta Region of Ghana. The study analyzes the management process with particular focus on the use of Multi Track Diplomacy Theory, the mechanisms and approaches adopted by the mediation committee as well as the challenges that are associated with the mediation process. The research utilized qualitative approach and purposive sampling methods. The study concludes that various conflict management mechanisms have been employed in the Nkonya - Alavanyo conflict. However, the conflict management processes imparted knowledge which gave more credibility to the Multi-Track Diplomacy Theory of conflict management as the appropriate mechanism for this conflict. The study finally recommends that, not limited to Nkonya and Alavanyo but the entire country, there is the need to include peace education in our school curricular, organize adult's education for all chiefs and elders, create meaningful job for the youth to engage them in the development of the nation. When there is no peace, the country will never develop and moreover when the youth are engaged in meaningful work, they will not be engaging themselves in conflict that will destroy their peace of mind.



## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background to the Study

Conflict is as old as mankind. It is an outstanding feature of human society. Men fight even if they do not possess arms or when tools of violence are not within reach; and as Morgenthau (1948), posits, when there are no arms to fight, men will fight even with their bare fists. From birth, a baby begins the journey of conflict by crying, which is a flash of conflict. As he grows up, he bites with his teeth or scratches with the nails on his tiny fingers when he is upset. This presupposes that men will continue to fight as long as they have emotions that have the potential to love or hate; to be happy or sad; to be pleased or angry. So long as man has other men around him, there will be issues of disagreement, because interest differs and interests do clash, which may lead to disagreement or confrontation. A community or society thus creates room for explosive attitudes and relations. Viewed from an extreme and religious perspective, conflict represents one of the two natures of man: „evil“. Cooperation, its opposite, embodies the second, which is the „good“ nature of man (St. Augustine, 1950). Conflict thus manifests in disagreement, anger, quarrel, hatred, destruction, killing, or war. Any untoward attitude capable of charging up the political or social environment is likely to culminate in conflict which becomes security threat to the state.

Notwithstanding the relative stability Ghana is enjoying, there have been instances of communal violence most of which occasionally flare into violent confrontations with consequential loss of lives and assets (Tsikata & Seini, 2004; WACSI & SIPRI Report, 2011). Depending on the nature, scale and dynamics, conflicts in Ghana can

be grouped into various categories; such as inter-ethnic conflicts which are mostly fought over land and for political supremacy; intra-ethnic (usually disputes over succession); religious violence between and among the three major religious bodies of Christianity, Islam and the Traditional African Religion. Violence from political parties/opposition as well as industrial unrest between employers and employees and football related violence have over the years also become very prominent (Tsikata & Seini (2004). This violence as Tonah (2007), points out have been confined to specific areas and have not threatened the hegemony of the country in spite of the fact that their effects are felt by the entire country. Some of the conflicts include Mamprusi and Kusaase (Upper East Region) Konkomba and Nanumba, Nawuri and the Gonja, Abudu and Andani, (Northern Region) Akropong-Akuapim (Eastern Region) and Aburi, Tachiman and Tuobodom (Brong Ahafo), Juaso chieftaincy dispute (Ashanti Region) Pekis and the Tsitos as well as the Nkonya and Alavanyo conflict (Volta Region) (Mahama, 2003; Tonah, 2007; Tsikata & Seini, 2004). To Tonah (2007), a noteworthy characteristic of these conflicts in Ghana and the entire sub region is that regardless of their fundamental bases, ethnicity involuntarily tends to play a key part in them. A common feature of these conflicts also is that most of them seemed to have defied innumerable attempts at resolving them.

Conflict Management is the process of reducing the negative and destructive capacity of conflict through a number of measures and by working with and through the parties involved in that conflict (Best, 2006). The term conflict management covers the entire area of handling conflicts positively at different stages, including those efforts made to prevent conflict, by being proactive. Conflict management encompasses conflict limitation, containment and litigation. In the words of Burton (1990a), conflict management may include „conflict prevention“

a term he uses to connote containment of conflict through steps introduced to promote conditions in which collaborative and valued relationships, control the behavior of conflict parties. The term "conflict management" is perhaps an admission of the reality that conflict is inevitable but that, not all conflicts can always be resolved; therefore what practitioners can do is to manage and regulate them. Conflict is an intrinsic part of human existence. It occurs between and within states, towns and villages. All over the world, the idea of conflict has received a high degree of attention and interests. Lewis Coser's (1956), idea of conflict as the struggle over values and claims to scarce resources where one party tries to out-do or injure the other. Conflicts such as World Wars I and II, the Cold War, the Iraq-Iran War and the wars in the South Balkans brought various changes in the types and nature of global conflicts (Eriksson, Mikael, Margareta, Sollenberg and Peter Wallenstein, 2002). It therefore became clear that, although the end of the Cold War brought various changes in the nature of global conflicts, violence persists (Eriksson, et. al 2002). Countries have been experiencing armed conflict which caused immense human suffering, infrastructural devastations, depletion of human resource and damage to the social and cultural fabrics of societies (World Bank, 2000). However, in environments where there are no violent conflicts, security is guaranteed and the environment becomes conducive for engaging in economic and agricultural activities and, peoples livelihoods be ensured (Fran, 2006). Hence developmental activities can best be pursued in an environment without violent conflicts.

## **1.2 Theoretical Framework**

Theory is very pivotal in empirical and analytic studies in peace and conflict research as an applied social science. It is therefore imperative that a theoretical standpoint that offers a framework to which the findings must be tied to is identified and delve into Conflict management. Many theories of conflict exist in explaining the nature of conflict in society. The Human Needs Theory of conflict, Relational Theory of Conflict, Structural Theory of Conflict are some of the conflict theories that underpin the study of this conflict. Nevertheless, theories of how to manage conflict in our communities have been delved into. They include Track One Diplomacy Theory of Conflict Management, Track Two Diplomacy Theory of Conflict Management and Multi-Track Diplomacy.

## **1.3 Human Needs Theory of Conflict**

The main assumption of the human needs theory is that all humans have basic human needs which they seek to fulfill and that the denial and frustration of these needs by other groups or individuals could affect them immediately or later, thereby leading to conflict (Rosati, Carroll & Coate, 1990). Basic human needs in this sense comprise physical, psychological, social and spiritual needs. In essence, to provide access to one, for example food and deny access to another will amount to denial and could make people to resort to violence in an effort to protect these needs. Burton (1979), refers to food, shelter, sex and reproduction as basic needs. Burton identified a link between frustration which forces humans into acts of aggression and the need on the part of such individuals to satisfy their basic needs.

According to Burton (1979b), individuals cannot be taught to accept practices that destroy their identity and other goals that are attached to their needs and because of this; they are forced to react against the factors or individuals that they see as being responsible for threatening such needs. The human needs theory argues that one of the primary causes of protracted or intractable conflict is people's unyielding drive to meet their needs (Burton, 1990). Reiman (2000), identified the deprivation and denial of needs as ranging from relative inequality to a lack of resource for personal subsistence. The belligerents would engage in various alternative behaviors (war or violence) to satisfy such basic needs.

Conflict management in this theoretical frame focuses on a problem-solving approach to the underlying needs and grievances from where the conflict originates. Consequently, if resolution is to be found, the needs of both parties must be addressed and satisfied at all levels. What this theory of conflict management envisages, is the use of dialogue, confidence building measures or activities and the creation of conflict resolution mechanisms. Ansah-Koi (1995), emphasized this position is a multi-faceted knowledge based approach which could well be seen as an extension of the conflict dynamic approach. Ansah-Koi argued that the cessation of violence is not the end of conflict resolution. Conflict resolution should begin with an appropriate conception of peace so that the absence of manifest conflict would not be construed to mean presence of peace. Since the least reaction can trigger congruent violent action from the other camp and result in re-escalation of the conflict in conflict resolution cessation of hostility should be followed by watching out seriously for early warning symptoms. Ansah-Koi stressed the significance of confidence-building, third party intervention and the resolution of structural problems. Conflict resolution would allow for the effective management of rumors and threats of insecurity. A well-

directed third party intervention is needed in the resolution of conflict. This prevents the situation where the least reaction triggers a re-escalation. In the same way, the resolution of structural problem must not be seen to be conclusive unless it is related to the transformation of traditional status quo so that traditional order gives way to purposeful change. From the perspective of the resource base conflict, conflict management is only possible through the satisfactory redistribution of resource.

#### **1.4 Economic Theory of Conflict**

Economists, like all theorists, attempt to explain the occurrence of conflict in human society through economic explanations and basically see humans as rational beings who have the tendency to fight over things that are material (Faleti, 2006). This has led to the greed and grievance in attempting to explain conflicts in society. The greed thesis sees conflict in society as resulting from human greed and the desire of some people, called conflict entrepreneurs, to benefit from conflict that propels them to go to war (Collier, 2006). Collier gives the example of a rebel group in a country, which uses grievance as a bait to go to war in order to gain economic benefits.

The grievance thesis, however, believes that conflict in society is not just the result of greed, but a number of economic, social and historical factors (Collier, 2006). Collier (2006), observes that lack of economic opportunities such as employment, poverty, lack of educational opportunities and underdevelopment are factors that mainly cause conflict although the geography, history, ethnic and religious factors may also account for the existence of conflict in a society. Also, Berdal and Malone (2000), opine that economic factors such as poverty, economic disparities and unemployment are the main factors that compel people to violence

although a lot of other factors do exist. They believe that the contest for the control of economic assets, resources and systems are the basic causes of conflicts in human society. Thus, economic theories attribute the existence of conflict in society to the contest for resources, unemployment, economic inequalities, poverty, human greed and underdevelopment. Some conflicts which arise from economic factors such as the fight over resources tend to affect development negatively because these conflicts become violent thereby leading to destruction of property and people livelihoods. As a weakness, the economic theory over-emphasizes economic factors as being the main reason for conflict in society. This is not so because a conflict could exist independent of economic factors unless we want to argue that social conflict is mainly economic in nature. New conflicts arising within many countries arise from other factors such as identity, ethnicity and religion other than only economic factors.

### **1.5 The Relational Theory**

The relational theory explains conflicts in terms of sociological, political, economic and historical relationships between groups (Best, 2006). Differences in cultural values create the tendency to see others as intruders. A past history of conflict between groups makes it difficult for them to trust one another and this creates conditions that increase the chances of conflict. According to Maoz (1982), in situations where multiple groups share a common resource that is fixed in nature, the chances that each will attempt to eliminate, neutralize or injure the other to monopolize the resource, is as high as the tendency to enter into a negative relationship. A number of conflicts grow out of a past history of conflict between groups that has led to the development of negative stereotypes, intolerance and discrimination. Such negative exchanges between groups may make it difficult for efforts to integrate different ethnic groups within the society to succeed



because past interactions make it difficult for them to trust one another. For this reason it has been difficult for people to see themselves as partners in progress because they have a past history of conflict woven around the control over resources within their territories. (Narratives threat) The knowledge that two groups have to compete for the same resource creates conditions that will produce conflict over how to share such a resource. This is because conflict as perceived in this wave as a relationship problem which according to Felati (2006), create mistrust, misunderstanding and stereotypes, arising from a lack of contract and the systemic dehumanization of the other. Consequently, conflict management in this wave is focused on repairing broken relationship and making belligerents to see the human face of the other party.

The relational dimension focuses on reducing the effects of war, relation hostility through the repair and transformation of damaged relationship. The instruments used are reconciliation, forgiveness, trust building and future imaging. It seeks to minimize poorly functioning communication and maximize mutual understanding. The personal dimension consensus desired changes (attitudinal and emotional) at the individual level. If individuals are not able to undergo a process of healing to assuage their pain and grief towards those at the other side of the conflict, there will be broader repercussions. The destructive effects of social conflict must be minimized and its potential for personal growth must be maximized.

## 1.6 Structural Theory

The main argument of the structural conflict theory is that conflict is built into the particular ways societies are structured and organized (Best, 2006). The structural theory looks at social problems like political and economic exclusion, injustice, poverty, exploitation and inequity as sources of conflict. Best argues that conflicts occur because of the exploitative and unjust nature of human societies, domination of one class by another. Ross (1993), noted that in situations where economic and political discrimination and weak kinship ties are the defining characteristics of a society, the chances that conflict will result are higher. According to (Kothari, 2006), the control and use of resources lies at the heart of the deepening crisis in the world today. When social, economic, cultural or political change is externally driven, the assumption is that these institutions have problems that need to be dealt with by imposing new, radically different ones.

The problem of economic underdevelopment, integrated social and political institutions as well as demographic factors put pressure on human settlement and available resources thereby being some of the factors responsible for the emergence of the conflict. The structural root of conflict focuses on the symbols, perceptions, identities and meanings that give rise to conflict. LeBaron (2002), explained the structural root as relating to the way we order and structure our thoughts and our feelings and the cultural message that shape our perceptions of social phenomenon in society. In this case, we can neither use a strategy centered in problem solving nor in improving communication alone. In this case, LeBaron (2002), effectively located conflict management in line with our culture and the believe that wars begin in the minds of men and that it is in the minds of men that it can be resolved". LeBaron further advanced the argument to give meaning to the

point about conflict management in the context of structures. LeBaron (2002), wrote: “have begun acknowledge that our concern about how to communicate arise from our own ways of knowing how easy we make meaning of our lives. This means that current conflict management attempts should have a focus on addressing cultural stereotyping inequality and eliminating the structures of domination and exploitation underlying social conflict. In relating this to ethnic conflict Felati (2006), opines that conflict management, politics should focus on the personal and social dimensions of cultures, values, needs and experiences of parties in the conflict. Conflict management must on deal „how meaning is created and assigned to actions and events” Maoz (1999), because while people may appear to have been fighting over land or other resources, others may be actively assigning meanings to situations and interactions they are experiencing as part of the conflict.

### **1.7 Conflict Management Theories**

According to Kriesberg (1998), theories in the field of conflict management have grown parallel in conjunction with the development of social movements from the 1960s. Wallenstein (2002:15), also noted that conflict management is a recent development because it never became an organized activity until the mid-1950s. This situation is however not coterminous with the development of theories of conflict management. There are many different sets of theories in the field of conflict analysis and conflict management to the extent that it seems the theories that operate in the field are as diverse as there are authors.

### **1.8 Track One Diplomacy Theory**

The term "track-one diplomacy" refers to official governmental diplomacy or "a technique of state action, which is essentially a process whereby communications from one government go directly to the decision-making apparatus of another" (Said, Lerche, Jr., & Lerche, 1995). Idowu (2005), explains in the following words: "Imposed solutions are based on the assumptions that mutual agreement and mutual benefit are impossible. What one party gains, the other must lose. It is not surprising that those who lose are usually dissatisfied with the outcome or such solutions are rarely successful in ending conflict. Discontent with the outcome may actually increase irritations over the original cause of conflict and later aggressions are likely". Thus, track-one diplomacy is conducted by official representatives of a state or state-like authority and involves interaction with other state or state-like authorities: heads of state, state department or ministry of foreign affairs officials, and other governmental departments and ministries. These official diplomatic efforts can be distinguished from unofficial interactions, which may involve conflict resolution specialists, private citizens, non-governmental organizations. Along the official track, Said et al. (1995), stressed that track-one diplomacy may take place bilaterally between two states, or multilaterally when several states interact together, and even regionally or globally through inter-governmental organizations. According to Said et al. (1995). the purpose and intentions of track-one diplomatic efforts may vary greatly: track-one diplomacy may be used coercively and may involve sanctions, ultimatums, and psychological intimidation; it may be used persuasively and involve argumentation and/or compromise; it may be used as a means of adjusting states' relationship to and views of one another; and it may be a tool for reaching mutual agreements which may themselves reflect elements of

persuasion or coercion. Track-one diplomacy varies not only according to the different roles states play, but also according to the manner in which these track-one roles are carried out. Official interactions may be at the senior head-of-state level, ministerial level, or involve lower-level officials.

According to the Institute of World Affairs (2001), Track one diplomatic activities include: Informal consultations, Special envoys, Mediation and Negotiations. Track-one diplomacy takes place as part of the regular interactions of states and also throughout the life cycle of conflicts. The Conflict Research Consortium of the University of Colorado (1999), offers a critique of conventional track-one diplomacy on the basis that it emerges from a win-lose view of diplomatic success, thereby encouraging competitiveness and positional bargaining. In addition, track one diplomats are committed to representing their state's interests, which may not always include a strong interest in quickly resolving a conflict. Track-one diplomacy is not always easily applied for successful conflict resolution.

Diplomats engaged in negotiations as direct parties seek to further their own country's interests by influencing other direct participants in negotiations, by influencing mediators, and by influencing the international community.

Additionally, Kaufman (2002), writes that supporters of track one diplomacy act as the mediator for the conflicting sides thus offering legitimacy to the contending parties without the parties themselves becoming involved in the negotiation process before each party is ready to commit to an agreement. Kaufman (2002), states that the „third-party track one mediators“ are "individuals of high regard in the international community. Usually these individuals are selected because both the actor

they represent has some relevant power, authority or legitimacy in the eyes of the parties to the dispute and because of their own personal skills as mediators.

The traditional approach to conflict management has been the view that a coercive power is the primary ingredient for determining the outcome of a conflict that man evolved from a state of nature in which life was brutish. That is why government sometimes offers a coercive force to manage conflict. Conflict management in this context is already reduced to peace enforcement. Kriesberg (1998), criticized this assumption insisting that the popular thought attributes conflict among humans to be due to human nature suggesting our hopelessness.

The point is that this traditional conception comes with a mindset. It views conflict as part of human nature. In this regard destructive conflicts are seen as a product of our socialization (Maoz, 1999). Ury (2007), explained that this fatalistic acceptance of destructive conflict as part of our human nature is the biggest obstacle to conflict management. It inhibits our efforts to develop constructive approaches to manage conflict. Therefore, this approach has not been given any prominence in any recent conflict theory. The focus has also been shifted away from Track One activity which locates conflict management as the preserve of governments.

### **1.9 Track Two Diplomacy Theory**

Montville (1991), defines Track Two Diplomacy as: “an official, informal interaction between members of adversary groups or nations that aim to develop strategies, influence public opinion, and organize human and material resources in ways that might help resolve their conflict”<sup>1</sup>. It is therefore notable that Track Two Diplomacy is in no way a substitute for official, formal, "Track One" government to government or leader-to-leader relationships. Azar (1991), also

argued that Track Two Diplomacy is a process that enables group representatives to work towards resolving intergroup conflict in a non-threatening, non-coercive and non-confrontational environment. Azar (1991), stated that there are three stages or processes in Track Two Diplomacy Theory.

The first stage is a series of problem solving workshops or forums. These workshops are designed to bring influential people from the respective communities in conflict, but not the key decision makers, together to explore alternative means of defining their conflict. The goal is to transform their perceptions about the conflict from zero-sum to win-win. The facilitators do not seek to impose or even offer solutions to the conflict, their purpose is to facilitate communications and gently guide the participants towards changing their attitudes and perceptions themselves. Through this change comes the ability to view the conflict in new terms. This is the transformation that makes viewing the conflict as zero-sum to viewing it as win-win, possible.

The workshops are composed of a series of plenary and small group meetings over several days. These formal meetings are supplemented by informal social events such as dinners and sightseeing. The atmosphere is conducive to bridge building and understanding and not to power politics and bargaining. Kelman (1991), has defined seven central features of these workshops: "its healing purpose, its analytical process, its focus on needs, its establishment of alternative norms, its stress on self-generated learning, the facilitative role of its third party, and the clinical nature of its research enterprise." According to Azar (1991), the second stage process of track two diplomacy theories is to influence public opinion and to change the attitudes and perceptions of the protagonist communities. These changes will be based on the

alterations that were made by the participants in the problem solving workshops. This is by no means a simple or automatic process, but one that takes time, and a great deal of perseverance and patience. Before the communities themselves can be targeted, the workshop participants must first convince the decision makers in their communities of the veracity of their newfound perceptions. After this has been achieved, the wider communities can undergo a process of transformation. Azar (1991), considered in this process the corporative economic development. Cooperative Economic Development is not engaged in as a substitute for problem solving oriented conflict management, but as a means to enhance it. Cooperative economic development is just a cooperative venture whose goal is to alleviate the worst material sufferings of the contentious communities. It is usually directed towards the group that has been historically victimized and underdeveloped. Azar (1991), furthermore, notes that the satisfaction of basic needs of the victimized, either along communal lines or as part of a national strategy, should be the ultimate priority of government development policies. Only thus can we move toward managing protracted social conflict.

The basic needs can first be met by providing jobs for those who have been chronically unemployed. It is amazing how agreeable people can become once they have useful jobs to keep them busy and some money in their pockets to spend. Coogan (1995), noted the importance of job creation for success of the peace process. Though these material gains will not eliminate the conflict, they will help to alleviate it in the worst sections of the communities and it will provide people with tangible proof that things can change and can work. However, one of the key phenomena that Track Two Diplomacy has been developed to deal with is Protracted Social Conflict. Protracted Social Conflict is a type of conflict that is not



based on material interests, but is one, based on needs; particularly identity related needs of ethno-national or communal groups (Kelman, 1991). Azar (1991), describes this conflict type as: The identity groups, whether formed around shared religious, ethnic, racial, cultural, or other characteristics, will act to achieve and insure their distinctive identity within a society. When they are denied physical and economic security, political participation, and recognition from other groups, their distinctive identity is lost, and they will do whatever is in their power to regain it. In short, this is the origin of protracted social conflict. Protracted social conflicts define intractable conflicts as conflicts that are not readily amenable to resolution. Kelman (1991), believes that the focus on needs is essential in the process of attitude and change of perception: For example, if both parties of a conflict insist on possession of the same territory, they are boxed into a zero-sum definition of the conflict, whereby the demands of one can be satisfied only at the expense of the other. When they look behind these positions, however, they may discover that one party wants the territory to satisfy its security and economic needs and the other to satisfy its identity needs. Having redefined conflict in these terms, conflicting parties can begin to search for a solution that would allow one to express its national identity without jeopardizing the other's national security.

Track Two Diplomacy has been tried and proven successful in changing the attitudes and perceptions of workshop participants. It is an essential step in paving the way for Track One Diplomacy to succeed. In most cases of protracted social conflict, Track One Diplomacy has been tried and has failed. The elites seek to bargain and manipulate in order that their constituencies can get the best 'deal' possible. Although this is normal in international relations, this will not be successful in solving the seemingly intractable cases of protracted social conflict.

### **1.10 Multi-Track Diplomacy Theory**

One theory that can be used in the attempt to address the theoretical deficiency and to appropriately bridge the multi-faceted theories in the field of conflict management is the Multi-Track Diplomacy theory of Diamond and McDonalds (1996). As the name implies, this theory does not rely on activities by any one track as the panacea to conflict resolution. It recognizes the use of what Diamond referred to as a „system approach“. This is a multi -faceted approach to conflict management which demands that various societal segments are involved in the resolution of a conflict? The multi – track diplomacy model is a systematic approach that calls for the involvement of a diversity of actors and activities needed for successful conflict resolution. The schema of Multi-Track Diplomacy emphasize that state and non-state actors alike are seen as integral and complementary organs in conflict management. The imperative in this schema calls for the bridging of all theories and perspectives in conflict management. This theory adopts a systemic approach, giving a role to all societal structures and groups in conflict management. It is worth considering because it sought to reject the individualistic and somewhat segmented approaches to the analysis of conflict management process.

This research is located within the Multi-Track Diplomacy Theory because the theory emphasizes the integration of both track one and two initiatives for successful conflict resolution. In this perspective, all society members, from those in elite leadership positions, a variety of community specialists including lawyers, economists, scholars, chiefs and queen mothers, and youth/women/religious leaders to those at the grass roots level have a role to play in conflict management. The theory was developed by Diamonds and McDonalds (1996), as an extension of Montville’s (1989), concept of Track Two Diplomacy is an unofficial contact and interaction

aimed at resolving conflict with the belief that it is only through a collaborative effort among all societal sectors and power structures that real change is possible. It holds that grass root participation by citizens is essential in conflict management. It emphasizes the use of human relations approaches to dialogue, listening and diplomacy and operates with the belief that activities which emphasize the humanity of each party are ways to transforming adversarial relationships. According to Ury (2007), citizens or civil society can constructively contribute to conflict management acting as provider, bridge builder, equalizer, mediator, healer, witness and peacekeeper as they move through and within the field of the conflict management.

Multi-Track Diplomacy like other citizenship diplomacy theories hold that conflict resolution is a public peace process. The public peace process is based on the assumption that while governments are the official bodies that make peace agreements, successful conflict management depends on public consent and the involvement by different groups and individuals within the society. This process is within the Multi – Track Diplomacy framework will be used to analyze in relation to the process and strategies used in the management of the Nkonya-Alavanyo conflict.

The model has nine tracks and each track has a role to play for either simultaneously or successively if a conflict is to be managed effectively. Government which is the first track is involved in peacemaking through the formal processes and institutions of government as in official diplomacy, policy making and peace building activities. Also to be added is crisis management and the maintenance of law and order. Professional in track two relates to the real of conflict

management by professional or non-governmental organizations. They are people who are well vested in the area of conflict management. Their activities are in the areas of analysis, prevention, resolution and management of conflict. Business in track three makes enormous contributions to peacemaking in potential and actual forms. It provides economic and commercial opportunities, which prevent conflict. It also helps to build local and international friendship and understanding and opens informal channels of communication as well as other ways of supporting peace building activities.

Private Citizens in track four are individuals who can be involved in peace and development activities through citizen diplomacy, exchange programs, private voluntary organizations, non-governmental organizations and other peacemaking activities. They are normally key allies who can help in managing peace. Research, training and education in track five covers three areas of research, as it connects to educational institutions and specialized institutes, think tanks and special research centers. It includes training programs in conflict and peace, and specialized skills of negotiation, mediation and general conflict transformation. Activism in track six covers practices and activities like active non-violence, peace and environmental activism, human rights protection and peace, campaigns against proliferation of small arms and light weapons, social and economic justice and protests against governmental policies that threaten peace.

Religion in track seven deals with beliefs and peace oriented actions of spiritual and religious communities. Pacifism, humanism, non-violence and brotherliness are actions promoted by dominant religions as peace oriented conduct. Funding in track eight is a silent but crucial actor in the peacemaking realm.

Many foundations exist that provide resources to governmental and private groups, to engage in peace building activities. Communication and the media in track nine (the inner circle) are channels for the dissemination of information thus, they are aggregate of public opinion and the voice of the people. This comes in different forms such as print and electronic and films.

The success of conflicts prevention and management largely depends on how diligently they provide a useful starting point in conflict management. When there is a missing track or parties in conflict management, it becomes protracted and persistent.

### **1.11 Conceptual Framework**

It is clear that development is meaningfully achieved through the existence of peace. Peace here refers to the absence of violent conflict and the implementation of effective conflict management mechanisms which results in maintaining the security of the people. Ethnic and resource base conflicts, very often, are intractable conflicts which involve values, deprivation of needs and broken structures such as political and economic exclusions (Coleman, 2000).

Thus, ethnic and resource base conflicts are often protracted and remain very difficult to resolve and their continuous existence poses danger to local level development and they tend to seriously hinder security which is needed to ensure peace for development. Ethnic and resource based conflicts primarily result from deprivations which are further exacerbated by factors like lack of access to power, resources and economic and political marginalization (Causal Factors) which are magnified people for and basic needs. The continuous ethnic polarization through these factors leads to violence (conflict) which results in low income, low investments and loss of lives. Hence decrease the level of development (Output). Effective

management mechanisms of ethnic and resource based conflicts can have positive implications for development. Schoeman (1998), argues that a society in which violent conflict is absent, the people develop their communities by pursuing economic and other developmental activities. In resolving ethnic and resource base conflicts, one needs to focus on satisfying the basic needs which have been deprived (UN DESA, 2001) and also creating a proportional equality in deep-rooted cultural and identity issues (Richardson Jr. & Wang, 1993), using third party intervention and inter-group cooperation (Horowitz, 2000).

All of these can be done by effectively engaging the conflicting parties in mediation, inter-group dialogue, conflict management workshops, litigations, third party intervention and also impose sanctions.

### **1.12 Statement of the Problems**

Despite intervention employed by state institution responsible for conflict prevention, management, and peacemaking, with the involvement of civil society groups, religious groups, and many concern individuals, the Nkonya Alavanyo conflicts persist with frequent imposition of curfew on the two communities. This study is within the Multi – Track Diplomacy framework which was used to analyze the process and strategies employed in the management of the Nkonya-Alavanyo conflict.

### **1.13 Purpose of the Study**

The general objective of this study is to examine the management mechanisms of the Nkonya-Alavanyo conflict.

#### **1.14 Specific Purposes**

1. Examine the nature of the Nkonya - Alavanyo conflict.
2. Examine the factors that were considered in selecting the mediation committee members for the management of the conflict.
3. Examine the procedures and approach used by the mediation committee in the management of the conflict.
4. Make recommendations for conflict management

#### **1.15 Guiding Question**

1. What is the nature of the Nkonya – Alavanyo conflict?
2. What factors influenced the selection of the mediation committee members for the management of the Nkonya – Alavanyo conflicts?
3. What procedures did the mediation committee put in place in the management of the Nkonya – Alavanyo conflict?
4. Highlight the recommendations by the mediation committee in the management of the Nkonya – Alavanyo conflict?

#### **1.16 Significance of the Study**

Issues of conflict are all over the world and specifically Africa. Analysis of conflict management procedure at Nkonya – Alavanyo conflicts will give opportunities to authorities involved to reexamine their work hand in hand with the findings of the study.

### **1.17 Limitation of the Study**

The study was carried out in Nkonya and Alavanyo townships, specifically Nkonya – Tayi, Nkonya – Asakyiri, Alavanyo - Kpeme and Alavanyo Wudede. Spiritual limitation to the study was taken care of by chief and an elder of the communities and physical limitation issues was address by the help of security forces in the communities.





## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.0 Introduction**

This chapter takes a critical look at the Alavanyo and Nkonya conflict by interrogating the various research works available. This review is based primarily on existing works specific to the case under study and any other material that sheds light on the issues in various scholarly works. This will help establish the various approaches taken on the case and identify the gaps in them. It will also help give a holistic idea about the background of the people and the conflict under review.

People idea and opinion of threat, or thought about conflict is not new, they develop perception so the need for initiation of conflict prevention, management or resolution measures, and hence it is indispensable to attempt the concept of conflict before exploring how to manage conflict in general. The first step is to understand what constitutes a conflict.

#### **2.1 Conflict**

There was conflict in heaven when satan tried and challenged his creator, since then, the concept of conflict has been with us and as old as mankind, a new born babies are expected to cry by force without which the child is pinched to cry. Conflict is one of the most inalienable things in life and occurs at all levels of human society and takes different forms. However, conflict has been defined and used differently. The traditional definition of conflict, says that a conflict is the result of opposing interests involving scarce resources, goal divergence and frustration (Swanström & Weismann 2005). According to Coser (1956), conflict occurs when two or more people engage in

a struggle over values and claims to status, power and resources in which the aims of the opponents are to neutralize, injure or eliminate their rivals. Coser argues that the parties in conflict are in competition or struggle over their identity, resources or power in which the conflicting parties attempt to injure one another. One thing that is worth pointing out in Coser's definition is the fact that it identifies the causes of conflicts which include struggles over people's identity, power and resources. Conflict, therefore, is a struggle which is either positive or negative between two parties in pursuit of interests and goals on which they sharply disagree. Czempiel (1981), suggests that conflicts should not be defined simply in terms of violence (behavior) or hostility (attitudes), but should also include incompatibilities or differences in issue or position. Such a definition is designed to include conflicts outside the traditional military sphere and is based on behavioral dimensions.

According to Lund (1996), conflict occurs when two or more parties pursue incompatible interests or goals through actions that the parties try to undo or damage each other. These parties could be individuals, groups or countries. The parties' interests can differ over access to resources, the control of political or traditional power, their identity and values or ideology (Maiese, 2003). The realization of these needs and interests by people can lead to conflict. When two groups or individuals such as ethnic groups pursue incompatible interests and needs which could either be political, economic, social or cultural, they can engage in conflict which can be violent.

According to Mitchell (1988), conflict has three inter-related components namely, conflict situation, conflict behavior and conflict attitudes. Mitchell argues that conflict situation is about the incompatible goals of parties and mostly the realization by the

parties that they are deprived of achieving such goals, they become frustrated hence the tendency of generating conflict. Mitchell again argues that conflict attitude has to do with the perceptions of parties. When parties perceive that they are being denied of what is due them, a negative attitude of, for instance, frustration or competition is reinforced. Conflict behavior is the specific actions of parties directed against other parties, to stop them from achieving their goals. Thus, the attitudes of conflict parties translate into their behavior and these cause the conflict. If these attitudes are negative the accompanying behavior will be negative leading to a possible confrontational conflict situation. All these three reinforce each other and cause conflict.

Mitchell's conflict model was created for political and military conflicts, but is also applicable to the changes in perception of conflicts that communities have experienced. However, Mitchell's model is complicated by the fact that conflicts often occur in mixed-motive relationships where the parties involved, both have cooperative and competitive goals. According to Tjosvold and Leung (1998), Mitchell's model seems to have neglected this pluralistic / multifaceted dimension to the relationship. The competitive element creates conflict and the cooperative element creates incentives to negotiate an agreement (Walton & McKersie, 1965). Conflicts tend to occur even when the involved parties have highly compatible goals (Deutsch, 1973). This can be explained by including frustration, obstruction, and interference in the definition.

Wallenstein (2002), defined conflict as a situation in which two or more parties strive to acquire the same scarce resources at the same time. Scholars generally agree that there needs to be more than one party to have a conflict, and that time factor is important. Wallenstein (2002, p.17), has pointed out that resources are not only

economic in nature, and that the terminology might miss conflicts involving economic orientation, human security, environment, historical issues, etc. A conflict is, moreover, in many cases based on perceptions, rather than on attitudes or behavior as it has generally been defined. When discussing the concept of conflict, perception should be included as a central concept since the conflict and the opponent's intentions often are defined according to subjective perceptions.

There could be an abundance of space for agreement in a conflict, but if the parties perceive the conflict as being impossible to resolve or the opponent to be untrustworthy this might not help in managing the conflict (Swanström & Weissmann, 2005). Thus, conflict in this analysis is perceived as a situation where two or more parties collide over a set of goals that are necessity demands which lead to stressed and bad relationship because the parties have developed personal or group interest and identity as a result of their persistent stands. This is because every person is born out of woman and that constitute family.

## **2.2 The Stages of Conflict**

As culture is dynamic so is to conflict situation from generation to date. It badges through stages. Any individual who understand stages of conflict gets the advantage of knowing how, where and when to get into management of conflict situation. According to Swanström and Weismann (2005, p.68), conflicts tend to be described as cyclical in regard to their intensity levels, i.e. escalating from (relative) stability and peace into crisis and war, thereafter de-escalating into relative peace. In principle, conflict prevention, conflict management and conflict resolution are regarded as applicable in different phases of a conflict. In sum, conflict prevention measures are designed for the early phases, before a conflict becomes manifest (open).

Management measures are applied in later phases when a conflict is manifest, but before violence has occurred. Conflict resolution could, on the other hand, be applied in the de-escalation phase after a violent conflict has occurred (Swanström & Weismann, 2005).

Swanström and Weismann (2005), Conflict is divided into five levels of intensity (stable peace, unstable peace, open conflict, crisis, and war) in a total of nine chronological phases. Stable peace is a situation where tension between the parties is low and there exists different forms of connections and cooperation between them, often including economic and environmental cooperation, as well as cooperation within other non-sensitive issue-areas. During a period of unstable peace, tension has increased. This is a situation where, the tension between the parties is so high that peace no longer seems guaranteed. An open conflict is when the conflict is defined and the parties have taken measures to deal with it, even if militarized options are not adopted. In the crisis phase, the risk of war is imminent and militarized options are the preferable or likely option.

According to Swanström and Weismann (2005), the easiest way to distinguish between the concepts is by focusing on the time factor because conflict moves in phases, from de-escalation, moving from war to crisis, through open conflict and unstable peace to finally reach a situation of stable peace. Starting with conflict prevention, it is by definition applied before the conflict has become open and violent, that is to prevent a conflict from emerging in the first place (or to prevent a conflict from re-escalating in a post-conflict phase (Clément, 1997). For effective Conflict prevention, it should start from the levels of stable and unstable peace before it become manifest. Moreover, it is noteworthy to differentiate between structural and

direct preventive measures. The former are most applicable in the stable peace phase and consist of structural measures that often aim at specific groups or issues such as economic development, political participation or cultural autonomy (Swanström & Weismann, 2005). The benefits of applying structural measures at an early stage is simply that the acceptance of preventive measures tends to be higher at low levels of inter-party suspicion and hence more far-reaching and institutional measures can be implemented. If structural preventive measures are implemented at an early stage, including both the building of institutions and development of trust and (longer-term) cooperation, they decrease the perceived need to, and hence risk of, escalating a potential conflict issue into the level of unstable peace. The more pronounced a conflict becomes the more specific measures it requires (Swanström & Weismann, 2005).

In the unstable peace phase, the direct preventive measures are directed at issues with a shorter term goal in mind that is to reduce tension and create trust between the actors. Direct preventive measures can, for example, be formal or informal workshops dealing with the possible conflict issues. They can also aim at creating openness in certain fields such as the military, reducing military spending, or achieving cooperation in rescue operations. Other examples include sanctions, coercive diplomacy, the dispatch of special envoys, and problem-solving workshops. It should be noted that the border between structural and direct prevention is unclear and that aspects of the two are often overlapping.

Conflict management and crisis management involve tactics that are enforced when violent conflict is deemed likely (conflict management) or imminent, but before a situation escalates into war (crisis management) (Swanström & Weismann, 2005).

Swanström and Weismann (2005), also argue that conflict management can be enforced, as soon as the conflict has been identified by the actors, as an effort to reduce tension and prevent further escalation. Direct measures, such as reduction of military forces, third party intervention, informal and formal communication, can be designed to handle the conflict and reverse destructive behavior into constructive.

Crisis management is employed in the short time frame before a war is to erupt, as being witness to the tension between united states of America and Iran, the action of the world leaders can be described as crises management by calling for restrain in parties actions going forward after the killing of the Iran top military general at Bagdad airport This period is characterized by a scarcity of time and other resources to address the conflict, as well as inadequate information (Swanström & Weismann, 2005). Crisis management entails more drastic measures than conflict management and aims at containing the outbreak of militarized conflicts with all available means. Examples of such measures include third party intervention by actors such as the United Nations, and other world leaders, currently concerning Iran and united states of America, china, Germany, Britain, and many other leaders are pleading for calm at the middle east which can be describe as a process of crises management.

Swanström and Weismann (2005) noted that during the stage of war, neither prevention nor management is possible. Military means are used as the primary tool, even if political, economic and social tools are used simultaneously to decrease the opponent's willingness and/or capability to fight. At this stage, the actors either have to fight things out until reaching a so-called hurting stalemate where both parties realize the need to end the conflict, or peace has to be enforced by external actors. At this stage there are of course many different measures that could be utilized, but few of these are peaceful. One example of a measure is to prevent military conflicts from

spreading to other states or regions. It should be noted that there is often a great reluctance to allow external intervention before war tiredness and a hurting stalemate has been reached.

If the militarization of a conflict is temporarily controlled, either through a peace treaty or a cease fire, it may be possible to reverse the positions of the actors and make them adopt more constructive behavior. Initially, the focus is on separating the actors and preventing further mistakenly or deliberate escalation (peace keeping). This stage is comparable to the crisis stage in the escalation phase and often involves third party actors that assist with peacekeeping and/or monitoring (Swanström & Weismann, 2005).

When the more imminent threats of re-escalation have been dealt with, further opportunities exist for less short-term and direct measures, and the conflicts move into the conflict management phase. When the conflict has deescalated further, a phase of peace building follows, which gives room for more long-term measures. Finally, if the peace building efforts meet with success, the conflict moves to the peace consolidation phase where the aim is to make actors more cooperative and create an inclusive peace for all involved parties. In other words, the de-escalation phase shares many similarities with the escalation phase (Swanström & Weismann, 2005).

In short, at each point in time, different kinds of measures need to be applied to maximize the ability to handle a conflict. If overarching conflicts between two or more actors are to be managed, focus needs to be on further issues than solely the core issues. This is essential for the building of trust and confidence between the parties and vital for the successful prevention of further escalation, and/or the possibly resolution of the conflict in the longer term. According to Lee (2005), the dynamics of



conflicts are most complex, and each conflict consists of a large number of issues, or sub-conflicts. This complexity must also be taken into account when addressing how to manage a conflict. By trying to reduce the idea of what complex phenomena a conflict is, one's ability to manage the conflict will inevitably be hampered.

### **2.2.1 Conflict Management**

Alternative Dispute Resolution (ADR) is the procedure for settling disputes without litigation, such as arbitration, mediation, or negotiation. ADR procedures are usually less costly and more expeditious.

Alternative Dispute Resolution (ADR) helps in the field of conflict management, many conflict management principles are within Alternative Dispute Resolution (ADR). Cooley (1996), asserts that ADR refers to a variety of techniques for resolving disputes without resort to litigation in the courts. Thus introducing collective problem solving methods which encourage citizens to control the outcome of their dispute and develop dispute resolution mechanisms that would preserve personal and good neighborhood among citizens. Ansah-Koi (1995), argued that the cessation of violence is not the end of conflict resolution. Conflict resolution should begin with an appropriate conception of peace so that the absence of manifest conflict would not be construed to mean presence of peace. Since the least reaction can trigger congruent violent action from the other camp and result in re-escalation of the conflict in conflict resolution cessation of hostility should be followed by watching out seriously for early warning symptoms.

Through ADR, multiparty “win-win” options are sought by focusing on the problem (not the person) and by creating awareness of interdependence among stakeholders.

According to Moore, Keith Daniel, Gnomou and Bertelsen (1999), ADR refers to a variety of collaborative approaches including negotiation, and mediation.

Negotiation has been defined as the process we use to satisfy our needs when someone else controls what we want (Brown & Marriot, 1993). Ansah-Koi stressed the significance of confidence-building, third party intervention and the resolution of structural problems. The same author argues that negotiation normally occurs because one has something the other wants and is willing to bargain to get it. According to (West, 2003), negotiation is a process whereby parties to a dispute hold discussions or dealings about a matter with a view to reconciling differences and establishing areas of agreement, settlement or compromise. Kendie and Akudugu (2010). Believe that conflict resolution is only possible through cooperation and negotiation and the elimination of suspicion through transparent negotiations where all actors are seen as equal partners. Being communication for the purpose of persuasion, negotiation is the pre-eminent mode of dispute resolution. Thus, Richardson and Wang (1993), believe that without effective communication and trust, conflict resolution is not possible. Negotiation is a voluntary process in which parties meet “face to face” to reach a mutually acceptable resolution of the issues in a conflict.

Mediation involves the assistance of a neutral third party, a mediator, who helps the parties in conflict jointly reach agreement in a negotiation process but has no power to direct the parties or enforce a solution to the dispute. In Africa for instant mediation committee is basically composed of representatives of conflict parties (mainly elders), local government officials, religious leaders, and members of different community-based organizations, the formation of such committees has been suggested as a valid strategy to mediate and de-escalate longstanding violence over natural resources on

the community-level (Ndegwa, 2001). Mediation always takes place on a voluntary basis; no party can be forced to participate in a mediation procedure. Mediation is also voluntary in the sense that either party may, if it so chooses, abandon the mediation at any stage prior to the signing of a settlement agreement

On a general level, conflict prevention, conflict management and conflict resolution are broad terms for methods and mechanisms used to avoid, minimize, and resolve conflicts between different parties (Russett, 1998). Conflict management is the process of reducing the negative and destructive capacity of conflict through a number of measures and by working with and through the parties involved in the conflict (Best, 2006). According to Tjosvold and Leung (1998), conflict management is a successful tool for resolving conflicts over a longer time period, and that it creates the foundation for effective conflict resolution.

This is contrasted to a more Western argument that the importance of conflict management lies in its ability to solve short-term conflicts. Conflict management covers the entire area of handling conflicts positively at different stages including those efforts made to prevent conflict, by being proactive. Conflict management encompasses conflict limitation, containment and litigation. Tanner (2000), has defined conflict management as the limitation, mitigation and/or containment of a conflict without necessarily solving it.

Swanström (2002a), has added to this definition and argued that conflict management should imply a change, from destructive to constructive, in the mode of interaction. Zartman (2000), has argued that conflict management refers to eliminating violent and violence-related actions and leaving the conflict to be dealt with on the political level. Zartman's argument has been somewhat criticized as NGOs, academic institutions

and religious structures have emerged as important actors and now influence the conflict management process.

Wallenstein (2002), has also claimed that conflict management typically focuses on the armed aspects of a conflict. Swanström (2002b; 219-224), on the other hand, has argued that an armed conflict is not necessarily needed for conflict management to be applied. Swanström's argument is that as soon a structural problem is defined or a direct conflict is manifest, without being militarized, it can and should be addressed by the active parties and the international community. As soon as a conflict has been militarized, the momentum has been lost and the political and economic cost to manage the conflict escalates quickly.

### **2.2.2 Conflict Management and Conflict Prevention**

Conflict prevention means different things to different people and there is no single definition that is agreed upon. During the Cold War, many practitioners and academics viewed preventive action as synonymous with pre-emptive strikes (Wallenstein, 1998). After the Cold War, this has changed, and preventive measures have come to receive a new meaning and the emphasis has shifted to the peaceful prevention of disputes. With regard to the development of the concept of conflict prevention, Bjurner (1998), has pointed out that conflict prevention is a fairly new sub-culture of security and foreign policy studies. This idea was opposed since the idea of prevention was central during the congress of Vienna in 1815 (Doherty, 2001). It is necessary to think about what mechanisms may be designed to deal collectively with those factors likely to bring about conflict in the future and how to deal with them in advance. In this connection, early-warning mechanisms should be devised. Early warning is a vital tool in conflict management. Though complicated in its

application, it is an important way of dealing with disasters, and useful in providing preventive response by organizations responsible for conflict resolution (Oquaye, 1995). Due to the risk of disasters, there is a need, however, to strengthen arrangements in such a manner that information from sources of conflict can be used to assess whether a threat to peace exists and to analyze what action might be taken to alleviate it.

According to Lund (1996), conflict prevention is an action taken in vulnerable places and times to avoid the threat or use of armed force and related forms of coercion by states or groups to settle the political disputes that can arise from destabilizing effects of economic, social, political, and international change. Carment and Schnabel (2003), define conflict prevention as a medium and long-term proactive operational or structural strategy undertaken by a variety of actors, intended to identify and create the enabling conditions for a stable and more predictable international security environment. This makes conflict prevention part of conflict management process since it is employed also during post conflict reconstruction.

Conflict management and conflict prevention has, in a similar way, been argued to be different sides of the same coin. It has also been argued that conflict management is required in order to enable the initiation of preventive measures aiming at resolving the dispute. Zartman (2000), argues that the difference merely exists in theory and that both concepts are intertwined in the practical implementation.

At the operational level of conflict prevention, Lund (1996), argues that preventive measures are especially effective at the level of unstable peace, which is a “situation where tension and suspicion among parties run high but violence is either absent or only sporadic”. This is arguably not always the case since some preventive measures

are best prepared at an earlier stage, preferably during stable peace where there is a minimum of suspicion between potential adversaries. The reason for this is simply that the acceptance of preventive measures is higher when no suspicion disturbs the situation. If institutions, trust and cooperation are built at an early stage, it is less likely that the conflict reaches the stage of unstable peace.

Preventive measures are designed to resolve, contain and manage conflicts so that they do not erupt into violent conflicts. This makes conflict prevention an important part of conflict management. It is important to point out that conflict management can be introduced at all levels of a conflict spiral and that it is widely used in crisis management and war situations.

### **2.2.3 Conflict Management and Conflict Resolution**

The process of conflict management is the foundation for more effective conflict resolution. A distinction between conflict management and conflict resolution is, however, needed as a starting point as the concepts often are confused or integrated in an inappropriate manner. Conflict resolution refers to the resolution of the underlying incompatibilities in a conflict and mutual acceptance of each party's existence, whereas conflict management refers to measures that limit, mitigate and/or contain a conflict without necessarily solving it (Wallensteen, 2002). Zartman (2000), has pointed out that both the conflict resolution aspect and the conflict management aspect are needed to arrive at a positive result. Zartman (2000), argues that they are both ends of the same continuum. One end aims at resolving the current conflict so that business or peace can move on while the other aims at resolving the deeper underlying conflict over time.

Conflict resolution either aims at resolving or terminating conflicts in an open and predictable process in accordance with legal principles or focus on efforts to increase cooperation among the parties to a conflict and deepen their relationship by addressing the conditions that led to the dispute, fostering positive attitudes and allaying distrust through reconciliation initiatives, and building or strengthening the institutions and processes through which the parties interact (Lund, 1997).

According to Tjosvold and Leung (1998), conflict management is a successful tool for resolving conflicts over a longer time period, and that it creates the foundation for effective conflict resolution. This is contrasted to a more Western argument that the importance of conflict management lies in its ability to solve short-term conflicts. Both of these views are entirely accurate, and compatible, and there might just be a cultural difference in our focus. Both of these views can, and should, be incorporated in a theoretical framework for conflict management and resolution, since they entail no inherent contradiction. They are in fact often applied in different stages of a conflict and address fundamentally different issues.

Nevertheless, Zartman and Rasmussen (1997), claim that the difference is one of long-term versus short-term perspectives and that it is a question of either resolving the underlying problem or the current problem. In sum, conflict management and conflict resolution are different concepts, but at the same time they are closely interrelated. They are two mechanisms at different sides of a continuum, used to deal with the same conflicts but at different stages of these conflicts.

### **2.3 The Timing of Intervention**

A crucial factor that affects preventive diplomacy is the timing of the prevention effort. Preventive diplomacy is more likely to be successful if it takes place in the

early stages of conflict before it escalates into violence (Zartman 2005, p.201). It is necessary to identify hotspots in the region by initiating early responses soon thereafter, which is important for successful prevention of conflict. To this end, Kriesberg (2001: 85), asserts that preventive policies “introduced early in response to emerging demands for greater political or economic rights may effectively prevent an intractable conflict from developing” the failure to do so may result in failure to prevent violent conflict. However, timing is a difficult notion in conflict prevention as each case has its own internal dynamic and conflict cycle. Different conflicts move along different paths and not all early intervention strategies will be successful in every case.





## CHAPTER THREE

### METHODOLOGY

#### 3.0 Introduction

This chapter provides an overview of the methodological approaches used for the study. These include the study area, research design, case selection, target population, sampling technique and sample size, data collection instrument, pre-testing of instruments, and sources of data and methods of data analysis.

#### 3.1 Study Area

The study was conducted in the Nkonya-Alavanyo Area which is located in the Biakoye and Hohoe Districts in the Oti and Volta region respectively. The Republic of Togo borders the Hohoe District to the east, while to the west is Kpando District. The north of the Hohoe District is bordered by Jasikan District and to the south is Ho Municipal. The Biakoye District is bordered on the east by the Kpando Municipalities, the north by Kedjebi District and the south by Hohoe District. The Nkonya and Alavanyo Areas have 21 communities with a total population of 75,614 (Alavanyo 33,042 and Nkonya 42,572).

Politically, there are two levels of authority in both Areas: The local government authority and traditional authority. The local government authority, represented by the district assemblies, provides administration at the local level and is headed by district chief executives. In accordance with the Local Government Act, PNDC Law 207, 1988, the District Assembly is the highest political and administrative authority. The assembly works with decentralized departments for the administration and development of the district.

The Traditional Authority embodies the chieftaincy institution which has their paramount chiefs as the head. The people of Nkonya are governed by two paramount chiefs, one in the north of the area, Nkonya - Ahenkro and the other in the south, Nkonya - Wuropong. This has created a strong north-south divide linguistically, politically and socially between these two groups of Nkonya people. However, Alavanyo people recognize only one traditional paramount seat at Alavanyo - Kpeme.

Economically, agriculture and fishing are the main activities in the two traditional areas and the largest employers" accounting for about 82 percent of the total employment (Ghana Statistical Service, 2012). Culturally, there are many ethnic groups in the Nkonya and Alavanyo area. These include the Lolobi, Akpafu, Deme Wudidi, Likpe, Buem and Bowiri (Ghana Statistical Service, 2012). Rattary (1932), indicates that most of the ethnic groups are migrants to the present area. Ethnic heterogeneity has had implications for ethnic relations and harmony in the Nkonya-Alavanyo area since this has led to conflict in the area.

To achieve the purpose of this study, I choose to interview and also had a focus group discussion with both men and women because they are equally affected by the conflict and could make meaningful contributions towards its management. However, the two feuding ethnic groups (Nkonyas and Alavanyos) were the main focus since they were the people directly engaged in the conflict and equally have opinions on issues in the conflict. Moreover, both ethnic groups had participated in the management process of the conflict. The objective behind the choice to interview and have focus group discussions with these respondents was the conviction that these types of individuals could potentially give an illustrating picture of their factual and practical reasoning, rather than imagined reasons.

### **3.2 Sampling Technique and Sample Size**

These segmented groups or respondents were selected by the use of purposive sampling technique. This technique is used due to the fact that I have a fair knowledge of the peculiar characteristics of the respondents that are relevant to the study. Yin (1999), suggests that in some purposive samples, researchers use their expertise or knowledge to include some subjects or interviewees in the sampled population. I depend on purposive sampling technique to select respondents such as, youth leaders, women leaders, Volta Regional Coordinating Council members, mediation committee members, chiefs / queen mothers and elders, District Chief Executives and Assembly men, Non-Governmental Organizations and key informants (community elders) from the general public in these two traditional areas because of the various roles they play in the management of the Nkonya - Alavanyo conflict, and the information and experiences they have gained. This technique enabled the selection of respondents who were relevant to the study and also had relevant information for the study. In this research, all these individuals and groups were purposively sampled by me because they had been part of the peace process in the study area and had relevant information needed by the researcher for the study.

Four communities in the two traditional areas were purposively drawn out of 21 communities in both Nkonya and Alavanyo area, taking into consideration the fact that they have been the scenes of the conflict. They are Nkonya - Asakyiri, and Nkonya - Tayi in the Nkonya Traditional Area and Alavanyo - Kpeme, Alavanyo - Wuwudi, in the Alavanyo traditional area.

The population for the study constituted persons and individuals involved in the peace mediation process between the two communities. There was a broad participation of various actors and people from the two communities. These mainly involved members of the Nkonya and Alavanyo conflict management committee, chiefs, queen mothers and elders, youth leaders, women leaders, assemblymen/women, district chief executives.

### **3.3 Justification of the Target Population**

#### **Youth and Women Leaders**

The youth and women leaders assist in the field of development. They work in many capacities, ranging from advocating for national policy change, to organizing at the community level. 2 youth leaders (one from Nkonya and one from Alavanyo) and 2 women leaders (one from Nkonya and one from Alavanyo) were purposively selected to be among the target population. The involvement of the youth and women leaders as part of the target population was due to the fact that they represent the youth interest in the Nkonya-Alavanyo conflict.

#### **Nkonya – Alavanyo Mediation Committee**

The formation of Nkonya - Alavanyo mediation committee was in 2003 to mediate in the Nkonya - Alavanyo conflict and to bring a peaceful resolution to the conflict. Two mediation committee members were selected. The mediation committee was purposively selected by the researcher as part of the target population because it was the central committee set up to manage the Nkonya - Alavanyo conflict.

#### **Chiefs, Queen Mothers and Elders**

The chiefs and queen mothers of both communities perform different customs, tradition as a duty which includes; the protection and preservation of culture and

norms, representative of the people on special occasions and also assist government in the provision of basic social amenities and to creating political awareness among subjects. As custodian of the land, chiefs and queen mothers on several occasions settle conflicts but not only limited to land. 2 chiefs/queen mother's (2 out of 21 chiefs selected from the study communities – Nkonya regent at Tayi,; Alavanyo - Wuwudi and 2 queen mother's). These were purposively selected as part of the target population because they played key role in the management of the Nkonya-Alavanyo conflict. It was the request of the chiefs, elders and queen mothers of both Nkonya and Alavanyo communities that led to the formation and inauguration of the Nkonya – Alavanyo conflict mediation committee. I involved them because of their efforts in the management processes.

#### **District Chief Executive and Assembly Men**

The district chief executive is the representative of the central government in the district whereas Assembly members represent electoral areas. Two district chief executives (made up of Hohoe municipality and Biakoye district) and 2 Assembly men (selected from Nkonya Tayi and Alavanyo - Kpeme) were purposively selected. These groups of people played major roles in the mediation process of the Nkonya - Alavanyo conflict as they called on the government to intervene, by sending delegations to enquire into the cause of the conflict and offer solutions.

#### **Members of Parliament**

In general, MPs are expected to be legislators, lobbyists for constituent and advocates. However, the most obvious role of the MP is to represent his/her constituents. While the conflicts were in progress with lots of tension in and around Nkonya – Alavanyo, the members of parliament pray the government to deploy the coercive machinery of

state in the conflict to prevent ongoing clashes between the two traditional communities. During the Nkonya – Alavanyo conflict, members of parliament appealed to the government to establish a high powered committee to investigate the conflict and define the boundaries of the two areas and for this reason, two members of parliament were made part of the sampled population.

### **Volta Regional Coordinating Council**

The Volta Regional Coordinating Council (VRCC) comprises of the regional minister, the deputy regional minister, all district chief executives in the region, the presiding members of the district assemblies in the region and two chiefs from the regional house of chiefs. The functions of the council include the formulation and the coordination of programs through consultation with district assemblies in the region. The Council is responsible for harmonizing these programs with national development policies and priorities, and for monitoring, implementing, and evaluating programs and projects within the region. 2 out of 30 Volta Regional Coordinating Council members were purposively selected. One crucial role that the VRCC performed in the management of the conflict which convinced me to select them as part of the target population was, that it was petitioned by the chiefs and queen mothers of the two conflicting traditional areas to intervene in resolving the conflict which they did by placing the burden of managing the conflict on the parties. The procedure used in sampling the target population segments was the quota sampling method. Thus, I set a quota of 18 respondents to be chosen from specific target population groups with a total population of 167. I picked respondents according to their composition in the entire population that is their status and the part they played in the management of the Nkonya- Alavanyo conflict.

### 3.4 Data Collection Instruments

Data was collected using interview guide and focus group discussion. Social science research uses the term „fieldwork“ in two different ways. First, it is used in a general sense to cover several kinds of qualitative methods. Burgess (1993), describes it in that sense as “a style of investigation that is referred to as qualitative method; interpretive research; case study method and ethnography”. It is used in the second way by Payne and Payne (2004), to refer to an aspect in the qualitative research process where data are collected, over a period of time, in a naturally occurring setting. However, the term could also be used to refer to any data collection trip, be it in a specific social setting or not. Thus, fieldwork can mean “data collection stage of a project in a social setting that tries to reflect the naturally occurring order of events and subjective meanings of those being studied”.

Interview allows the researcher to explore in more detail the issue that is under study. McNamara (1999), notes that interview is particularly useful for getting the story behind a participant’s experiences. Kvale (1996), explains that the qualitative research interview seeks to describe the meanings of central themes in the life of the subjects. Contacts were established with informants who are citizens resident in the community during community visits to the study area. I visited the informants (who were not resident in the community) in their offices as was conducive to each respondent. Alternatively, telephone interviews were also arranged where face-to-face contact was impossible. A total of 15 respondents were interviewed.

During interviews, I focused on the procedural framework in the management of the conflict. In each interview, I centered on questions like: How were the Mediation Committee members selected? How were the activities of the Committee coordinated? What methods and procedures were used in the management of the conflict? These questions were essential in maintaining the focus of the research to avoid the temptation of concentrating on „non-essential“ points.

Focus group discussions (FGDs) were also used to obtain in-depth information on the conflict and also supplement and cross-check information obtained from the interviews. The FGDs were organized by first identifying the target population segments involved and then arranging to meet them in their respective communities for the discussions. The aforementioned methods of data collection were combined to enable to use the strengths of each to overcome the deficiencies of the single method (Sarantakos, 2005).

Six FGDs were conducted with the first group involving the 6 selected members from the youth group at Nkonya - Asakyiri; the second group involved 6 selected members of women group from Nkonya - Asakyiri while the third group was made up of 6 selected youth from Nkonya-Tayi, the fourth group involved 6 selected youth group from Alavanyo – Wudede, the fifth group involved selected women group from Alavanyo – Kpeme and the last focus group involved the unit community members numbering. Thus a total of 30 respondents were participated in the focus group discussion. In all, 48 respondents out 167 target population were involved in both the interview and the focus group discussion for the study. The participants are the opinion leaders of the two parties who are much venerated in the communities.



### **3.5 Sources of Data**

Data for this study was collected from both primary and secondary sources. Sources of primary data for the study were information obtained from the informants. The primary data was obtained through interview and focus group discussions since they allow the collection of information that is sensitive and crucial. Interview guide was designed and used as an instrument to carry out interviews to generate information from the respondents. The use of interviews and focus group discussions as qualitative research techniques was necessitated by the need to generate detailed response from the informants about the Nkonya - Alavanyo conflict and its management process.

The sources of secondary data for this study included all relevant documents concerning the conflict and conflict management. These documents included Legislative Instruments, reports of committees set up over the years, press release and conferences. Others included research from newspaper articles, journals and internet materials.

### **3.6 Reconnaissance Survey**

I paid a visit to Nkonya Asakyiri and Tayi. Preliminary visit was made to introduce myself to the chiefs and elders in the communities despite working in the communities for a decade now. The visits enable me to study area to establish contacts with respondents and obtain information about the study area, as well as ensure adequate understanding of the issues in the study. The reconnaissance survey was also carried out to ensure whether the recording of responses was allowed and to know the expectations of the main field work. The reconnaissance was undertaken in January, 2020

### **3.7 Data Collection**

The actual data collection was undertaken from middle of January to march, 2020 and involved me and a staff of Nkonya Senior high school who completed University of Education, Winneba. I also involved a citizens whose mother is from Alavanyo and father from Nkonya. He was the former assembly member who represents the people of Nkonya Asakyiri in the district and currently working at Ghana education service, Biakoye Education office. They are to help me to move freely into their own communities since security was a problem in other rival communities. The translation of the language was easy for me when the people of Nkonya traditional area decided to speak the Ewe language, to put it better, despite the people of Nkonya are known for speaking Guans as their traditional language and Twi as their second language, many of them can speak the Ewe language fluently because of the ethnic marriage in the two traditional area.

### **3.8 Data Analysis**

It is procedural within the field of conflict management, which a careful presentation of narratives is allowed in qualitative case study, the data was analyzed qualitatively. The data obtained from the field were edited for consistency of the set of interview guides as well as the set of focus group discussion guides. The results were grouped under general themes or topics for the analysis. Consequently, the responses were presented in narratives for the analysis.

The schema of multi-track diplomacy model was adopted for the analysis of the procedural framework used in the management of the Nkonya - Alavanyo conflict. This was necessary because, according to Ross (1997), action evaluation in any type of conflict is based on the existence of some sort of model. Ross also notes that all

core theories of practice in conflict management are based on “the principles that guide action”.

Since all the models could not be used at one time, a selection was made. The analysis was therefore based upon Multi-Track Diplomacy model developed by Diamond and McDonald (1996). Multi-Track Diplomacy model is considered the most applicable and appropriate because it tended to be more integrative. Besides, the Multi-Track Diplomacy model is selected because it emphasizes the involvement of all groups and the use of multi-faceted theoretical or analytical approaches to the study of the processes of conflict management. The analysis focused on the management process to find out the procedures within which the conflict was being managed.



## CHAPTER FOUR

### RESEARCH FINDINGS AND DISCUSSIONS

#### 4.0 Introduction

The chapter highlights and discusses the views of respondents on the Nkonya - Alavanyo conflict. The views were critically examined on how mediation members were selected, approach and procedure the mediation committee adopted in the conflicts management.

#### 4.1 Historical Origins of the Nkonya – Alavanyo Conflict

The Nkonya –Alavanyo conflict is more than ninety-years, the conflict is about boundary dispute between the Nkonya, a Guan group in the Biaokye District in the Oti region of Ghana and the Alavanyo, the Ewe ethnic group in the Hohoe municipalities in the Volta region of Ghana. The two communities are neighbors sharing land boundaries but some accounts of the conflict state that the Nkonyas claim to be the traditional and original owners of lands in the area which means that the Alavanyo people settled on Nkonya land with the consent of the Nkonya people years ago. The two communities are however bound by ties of inter marriages.

According to Tsikata and Seni (2004), the first recorded violent incident took place in the colonial period in 1923 during preparations for Empire Day Celebrations. However, anecdotal account suggests that the conflict dates back to 1903. Since the first outbreak of violent clash in 1923, the relationship between the two ethnic groups remained hostile. There were subsequently abductions. These conditions re-defined and re-shaped the nature of the conflict. Tsikata and Seni (2004), notes, that the land in dispute is a prime forest land rich in timber species, bamboo and cola nuts, and has

also been used for cocoa, oil palm and food crop production. In 1913 the conflict recurred and Grunner, a German surveyor was employed by the colonial governor to draw a map demarcating the boundary between the two ethnic groups. This map is known as the Grunner Map (GM). The map was reportedly used to settle land disputes between and among the ethnic groups in the Nkonya and Alavanyo area during the period of German colonization of the area prior to the First World War.

The Nkonya based their claim to the land on the demarcations outlined in the GM. They have tendered this map as supporting evidence in court in several cases and had rulings in their favor. On the contrary, the Alavanyo continue to challenge the validity of the GM in settling disputes related to ethnic boundaries. The Alavanyos based their claim on traditional boundary demarcation mechanisms such as the planting of “anya” trees. The Anya tree (otherwise known as Buna or Ntome in some communities) has a great significance and that is the „anya“ tree could stand all weather conditions so it is capable of being a tool to be used for boundary demarcation. The court should resort to the „anya“ trees as the appropriate tool for land demarcation. The Nkonya disputed this, which supposed that there is no acceptable symbol of demarcation on the disputed land. Inherent in the claims is that if one side wins the other loses.

This kind of situation has been noted by Ubi (2001), as a trigger factor in sparking ethnic and communal conflict over land. Ubi (2001), notes that conflict erupts when the claim of one party to the land territory becomes incompatible with the claim or desire of the other to satisfy their own basic interests and needs within the same physical territory. As a conflict with territorial imperative, this statement fits the case of the Nkonya - Alavanyo conflict. However, the issues involved in the conflict were more than just the claim to the disputed land. The stake of the Nkonya - Alavanyo

conflict which was land changed to include issues related to identity, recognition and power over who controls the disputed land.

Events in the area were characterized by what the chiefs and queen mother's described in a press statement as „sporadic“ violence, killings and maiming, fear, uncertainties, insecurity, tension and bitterness. Further violent clashes occurred in 1990s, 2003 and 2004. Between 2003 and 2004, the conflict became more consistent up to June 2016. The nature of aggression and violence led to the permanent military presence in the area.

The Nkonya-Alavanyo conflict is not only resource based but also ethnic conflict. It is important for any committee tasked with the responsibility of finding lasting peace to this conflict take critical look at the history and earlier effort made at resolving the conflict before making a final suggestions and recommendation.

**Mireku Committee;** The committees' proposal for the government to take the dispute land did not solve the root cause of the conflict. When it comes to recommendation is conflict resolution, the mechanism should be seen addressing the position of the parties involve but in the Mireku committee the management mechanisms did not address the position of the feuding parties in terms of their goals. A large number of individual who preach peace effort were largely not coordinated. Many parties in the conflict were also not giving enough participation in the management process which therefore means that the conflict management efforts did not take into consideration the virtues expounded by the multi-track diplomacy theory.

#### **4.2 Mediation Efforts**

Peace building, peacemaking which aims at conflict resolution has significant contributions to development of society. Ingredient of peace building is important for the survival of every society hence the need for all state to make it as part of their culture. There is therefore the need for a peaceful resolution of the Nkonya - Alavanyo conflict, to enable indigenes engage in their economic activities. Various resolution mechanisms were adopted which included:

#### **4.3 The Courts**

Several letters written by the citizens of Nkonya and other researchers on the Nkonya – Alavanyo conflict with empirical evidence affirmed to the fact that, four court cases have been adjudicated. This reveals that the courts have been extensively involved in adjudicating the land dispute.

A member of the Nkonya – Alavanyo mediation committee in an interview said that, the conflict has been to court several times over the disputed land but the desired results had not been achieved. The litigations rather put the conflict on persistent and making it difficult for the mediation committee to put other alternatives on board for peaceful resolution because the resolution end on win and loss arbitration which the people of Nkonya joyfully accepted because it's a win for them whiles the Alavanyos have never accepted any of the court's rulings on the grounds that the Grunner Map is not sufficient evidence in support of the Nkonya claim.

Besides, the method of boundary demarcation using the „anya tree“ is not tenable in law, thereby giving the Nkonyas the advantage before the law court. The absence of a common and acceptable symbol of demarcation on the disputed land has been the underlying factor that contributes to the re-escalation of the conflict. Another

respondent also made statements that the use of the court as a management mechanism in the Nkonya - Alavanyo conflict rather put the conflict on persistent note with understanding that in conflict resolution, arbitration should be last resort.

The management methods used could be described as either inadequate or defective. The Nkonya - Alavanyo conflict is value based. Therefore, it could not be managed through adversarial approaches or court rulings. The management process of the Nkonya - Alavanyo conflict has been imposed solutions. Olowu (2001), explained in the following words: Imposed solutions are based on the assumption that mutual agreement and mutual benefit are impossible when it comes to negotiation. What one party gains, the other must lose. It is not surprising that those who lose are usually dissatisfied with the outcome or such solutions are rarely successful in ending conflict; Discontent with the outcome may actually increase irritations over the original cause of conflict and later aggression even more likely.

Thus, the Nkonya – Alavanyo conflict re-escalates after every court verdict is declared. This is because one party gains everything and the other loses everything. Such a result always has the tendency to cause the conflict to recur. This was the essential bases for re-escalations of the conflict over the years until it was contained. This is why LeBaron (2002), explains that the resource based conflict management processes generally involve the meeting of one's basic needs. This is because in conceiving conflict as competition over resources or material things, the person's needs are separated from the issues. Consequently, if resolution is to be found, the needs of both parties must be addressed and satisfied at all levels. From the perspective of the resource base conflict, conflict management is only possible through the satisfactory redistribution of resource.



#### 4.4 Committees

The committees that were set up were perceived as not neutral. For example, in November 1992 the Provisional National Defense Council government appointed the Acquah Committee to investigate the dispute and prescribe solutions to the government. No hearings of the committee took place due to the reasons, that a member of the committee fell ill and also the secretary of the Acquah Committee was from Nkonya side and his neutrality was questioned by the Alavanyo group. In 1995, the District Chief Executives of Hohoe and Jasikan jointly appointed the Mireku Committee to inquire into and resolve the dispute. Although the Mireku Committee wrote a report, it was not implemented. The recommendation of the committee was that the government should take over the disputed land. Interestingly, both sides rejected the Mireku Committee's report.

At a focus group discussion at Nkonya- Asakyiri, a member of the then regional coordinating council revealed that only a few people were involved in the management of the conflict, which means that majority of the youth groups were not involved in the committee work, meanwhile the youth groups are majority and the human resource based that always acts on impulse. A respondent also stated that efforts at managing the conflict involved the participation of a few citizens. There was no integration of the belligerents to bring to bear their interest, values and goals. Such management mechanism does not result in a win-win situation. Perhaps this is the reason why one conflict writer (Olowu, 2001), argues that integrative solutions are the best solutions. Previous efforts at management of the Nkonya - Alavanyo conflict did not recognize this important point of a win-win situation. If it does, the court should have been the last resort in the resolution of the conflict.

The Alavanyo Youth Association in 1997 called for a high powered committee to look into the dispute and resolve it once and for all instead of waiting for hostilities to begin and arresting culprits (*Ghanaian Times*, November 15, 1997). Government efforts at resolving the Nkonya/Alavanyo conflict have been ad-hoc. The efforts were uncoordinated and different governments introduced their own doses of ad-hoc measures rather than building on the efforts of their predecessors.

In an interview with youth leaders at Alavanyo-Kpeme and wudede, some of these respondents claimed that they were not recognized as important and as such were not involved in the committees set up. Other respondents from the women group leaders also commented that they were not in favour of the members in the committee. This agrees with Azar (1991), who opines that identity groups, whether formed around shared religious, ethnic, racial, cultural, or other characteristics, will act to achieve and insure their distinctive identity within a society. When they are denied physical and economic security, political participation, and recognition from other groups, their distinctive identity is lost, and they will do whatever is in their power to regain it. Since the groups were not identified and involved in the committee, they fight for recognition hence making the conflict intractable which may not be readily amenable to resolution.

#### **4.5 Government**

The government used and continue to use the coercive machinery of state in an attempt to resolve the conflict, their presence heightened tension in the area at the beginning but as times passes, and the community members get acquaintances with security officers, the system is relax for possible clash between the two communities. The mechanisms being used by the state to resolve the conflict and bring lasting peace

did not tackle the root cause of the conflict and immediately the military relax because of their acquaintances with the people, the clash is certain to start again. Thus military presence only created negative peace and not resolution. The state in many occasion moved from house to house with an attempt to seize guns from natives, this medium also failed because, sometimes the people get to know about the operation before the operation take place, even I as a stranger always get information concerning any operation by the military before it takes place which makes the operation not successful on several occasion. According to one respondent who is an assembly member, the focus of the military was diverted from enforcing peace to tapping into the economic gains. Another youth leader in the focus group discussion describe the present of the military on their land as a threat to their traditional council, he further explained the word threat to their traditional area to mean the human rights abuses meted to them by the security forces, so therefore, they consider the military men as enemy to their traditional council. This may explain the offer made by the Conflict Research Consortium of the University of Colorado (1999), diplomats or the military sent to enforce peace are committed to representing their state's interests, which may not always include a strong interest in quickly resolving a conflict. This management mechanism tends to encourage competitiveness and positional bargaining.

#### **4.6 The Effects of the Conflict**

The conflict between the people of Nkonya and Alavanyo affected a lot of the people economically, socially and politically. I visited the queen mother of Nkonya traditional area at Nkoyna - Ahenkro and the regent of Nkonya- Asakyiri at respective palace during the interview. The deduction from the statement shows that the conflict has had terrifying effects on many people. This confirms the finding by Aganah

(2008), that violent conflict increases crime rates such as looting, arson, killings, armed robbery and firing of guns.

A youth leader who was a farmer at Nkonya Ahenkro who said he could not cultivate his cassava and cocoyam for some time since the constant review of the curfew and frequent violence made it difficult for him to engage in his farming. A former assembly man in Alavanyo who also had a farm at kpeme responded during the interview that “I could not cultivate my yam because of fear of going to my farm due to the violence.” Another youth leader who owned a palm nut farm also mentioned that about six acres of his palm nut trees in his farm located at Ntumuda (Nkonya area) was completely set on fire in 2003. A head teacher of Nkonya - Asakyiri D/A Junior High School who was my previous staff also in an interview said he could not go to his farm to harvest his yam product because of the conflicts, one day he gathered confidence and armed himself to go and harvest but to his surprised all his farm product have been harvested by unknown persons. Economic activities became stagnant as it was difficult to trade and social life was disrupted as students were not able to go to school. The benefits associated with a thriving and vibrant commercial area was eroded as a result of the continuous violent clashes in the traditional area. Trade and education virtually came to a standstill. Though the two communities were just one kilometer apart, every form of economic interactions was difficult. The conflicts encourages and promotes rural urban migration and many of the youth after completing their basic school left to Accra to find peace of mind and job since they can no longer go to farm. To this end, the protracted social conflict theory states that the effects of such conflicts are often pervasive, affecting all aspects of a person or community’s social, political and economic life and tend to also affect institutions such as education and health (Coleman, 2000). This confirms Justino’s (2008),

assertion that violent conflict prevents people from engaging in buying and selling and also results in economic shocks such as price changes and the collapse of businesses. To this end, the protracted social conflict theory states that the effects of such conflicts are often pervasive, affecting all aspects of a person or community's social, political and economic life and tend to also affect essential services such as education and health (Coleman, 2000).

The people of Nkonya and Alavanyo co-existed and lived by bonds of inter-marriage before the outbreak of the conflict. Both communities learnt and spoke each other's language. This presupposed that there are people in Alavanyo who have blood relations such as fathers, mothers, nephews, nieces, uncles, aunties children, grandchildren and cousins in Nkonya towns and vice versa.. However, years of conflict have broken those relationships. In an interview, a Mediation Committee Member described how a woman from Nkonya sought the assistance of the Mediation Committee to see her child who was living in Alavanyo. As observed by the Protracted Social Conflict theory, protracted conflicts affect many aspects of a society's social life affecting social relations, intense hatred, suspicion and mistrust, fragmentation and polarization of the conflict producing continuous violence which becomes difficult to resolve (Azar, 1990). The conflict has culminated in separations and divorce amongst couples with backgrounds in Nkonya and Alavanyo. This was confirmed in an interview with a queen mother in her home who said that: There have been divorces among Nkonya and Alavanyo. Women who were married from the other tribe have been divorced because of the conflict. There is often the belief that the women would not be trustworthy and faithful to their husbands and may leak information to their kinsmen.

#### **4.7 The Nature of the Nkonya –Alavanyo Conflict**

The first objective of this study was to examine the management mechanism of the Nkonya/Alavanyo conflict. The Nkonya - Alavanyo conflict lasted for many years, it can equally be describe as conflict that go on recess and resume since the first recorded outbreak of hostilities in 1923.

In the focus group discussion at both communities, the women disclosed how they normally supports the youth to keep vigil at the boundaries to prevent both side from entering their town to fight, according to them, every household is expected to contribute food staffs, money to buy bullets and sometimes guns to help keep the youth in the battle fields for mouth to protect each other's from entering the town to fight. Despite that narratives story, the women of Nkonya said their youth which is the Asafo group on many occasions entered Alavanyo town to take revenge when necessary but Alavanyo youth find it difficult to enter Nkonya land because of their numbers and weapons they controlled.

Narratives from a mediation committee member stated that, following the training sessions of the belligerents by the mediation committee, one participant confessed to, how he personally supplied money and other forms of support to fuel the conflict. In the process, some of his family members lost their lives. In the year 2010, December, I was in the house when some youth numbering 10 including women came to my house to ask for my contributions to supports our gallants youth at the boarders protecting us. I declined to support but I later supported them with some money to buy food, I did that because I want to get closer to them to find out more about the conflict situation in the area and specifically for security purposes. In the year 2014, the district education office clerk was giving 24 hours to leave Nkonya because he

was suspected of being sending information to a friend on phone and for the fact that he mentioned Alavanyo in the conversation is on enough ground for him to leave the town. Despite the name alavanyo is a Ewe word means it shall be well, and many Ewes use it in songs writing's, you there not play that song on Nkonya land if you truly want to work with them and have good relationship with them.

The nature of the Nkonya - Alavanyo conflict was such that it was accorded spiritual implication. In the current study, some chiefs mentioned that since 1923, the conflict resurfaced every ten years with severe bloody consequences being recorded in 1983, 1993, and 2003. This gave a spiritual connotation to the conflict. Both the Nkonya and Alavanyo people believed that the gods were angry and therefore revisit them every ten years so they needed to be pacified. This makes it difficult for the attainment of peace despite efforts made to resolve the conflicts.

This is supported by Azar's (1990), protracted social conflict theory and Coleman's (2000), description of protracted social conflict which identify a plethora of structural, cultural, ethnic, political, economic, religious and human needs as well as social factors which hinders conflict resolution. In this way the least rumor of war resulted in re-escalation. The superstitious belief has been one factor which fueled the conflict for many years.

According to a member of the Volta Regional Coordinating Council, The Nkonya – Alavanyo conflict was seen as intractable. He stated that, the conflicts is no longer a resources based conflicts but now ethnic identity struggle where both sides are indoctrinating (narratives threat) their youth to see people from the opposing side as enemies that could not be tolerated, he also said its not only the youth but children around six years and above. This affirms Best (2006), relational theory of conflict

where a number of conflicts grow out of a past history of conflict between groups that lead to the development of negative stereotypes, intolerance and discrimination. Such negative exchanges between groups may make it difficult for efforts to integrate different ethnic groups within the society to succeed because past interactions make it difficult for them to trust one another. Evidence, however, suggested that a conflict that is over 90 years old has the tendency of handing down information about the conflict from one generation to another, giving reasons why each group has to see the other as an intruder hence, resulting in the conflict being intractable. Therefore, the root cause of the Nkonya - Alavanyo conflict took another turn and became an identity-based conflict which takes a long time to settle. From the facts outlined above, it can be deduced that the Nkonya - Alavanyo conflict is protracted in nature.

#### **4.8 The Selection Process of the Mediation Committee Members**

The chiefs and people of Nkonya and Alavanyo requested for mediation committee to manage the conflict. The mediation committee was formed and was inaugurated at the Volta Region House of Chiefs (VRHC) in July 2004. In a press statement in September 2003, the chiefs and queen mothers of Nkonya and Alavanyo traditional areas “petitioned the Volta Regional Coordinating Council (VRCC) to intervene in resolving the age-old conflict that has disrupted life and living in our communities”. Following from the request, the VRCC adopted a novel approach to manage the conflict.

The approach placed the burden of management on the belligerents. They were required to make a proposal on how they wanted the conflict to be managed. Their suggestion was that a committee should be formed to help them manage the conflict



themselves through dialogue. They were to select or propose names of individuals who they wished to intervene as committee members.

One of the respondents in a narratives statement said, the selection of the mediation was influenced by the persistence request of the two communities to form a committee to help resolve the conflict and because requested for a committee to handle the conflict were citizens of both communities, it therefore means that a committee's report will not questions since it is going to be a collective decision by both parties in the conflict. During the interview with the queen mothers, despite interviewed separately, narratives statements from them were the same, they stated that, members VRCC requested the feuding parties to propose names that were to be neutral and mutually acceptable. This agrees with Agyeman's (2008), proposal that the establishment of joint consultative committees comprising mutually acceptable representatives in ethnic conflicts is crucial in their resolution.

The respondent again said that seven names were finally listed out of many names outlined, to form a seven member committee which was known as the Nkonya - Alavanyo Conflict Mediation Committee. The committee members involved three clergymen including Right Reverend Dr. Buama, who was the chairman; Right Reverend Francis Lodonu, former Bishop of Ho Diocese of the Catholic Church as vice chairman; Right Reverend Gabriel Mantey, Bishop of the Jasikan Diocese of the Catholic Church as member; The three clergymen were the leaders of the two dominant churches in the traditional areas. Their selection was influenced by the fact that the churches had been involved in peace initiatives in the area for a long time. Two traditional rulers, Nana Mprah Besemuna, Krachiwura; Nqana Adokua Asigbe, Queen mother of Tefle who were members of the Volta Regional House of Chiefs and

Mrs Hilary Gbedemah and Mrs Felicia Okyere-Danso were legal practitioners who were also selected as members . Mr Evans Kanfra of the VRCC as Member Secretary was to provide briefing to the Regional Administration on the work of the committee.

The mediation committee members all accepted the principles used in selecting them which were neutrality and acceptability to the two feuding communities. This is in agreement with both Azar's (1990), position that neutrality and status are required to enable a state perform its conflict resolution, management and mediation roles properly in a protracted social conflict and Ndegwa's (2001), claim that the composition of representatives of conflict parties (mainly elders), local government officials, religious leaders, and members of different community-based organizations may be a valid strategy to mediate and de-escalate longstanding violence over natural resources at the community-level.

A number of individuals were considered in the selection process. Nevertheless, those names that were contentious which the belligerents did not mutually agree upon were not approved from the list so as to follow the conditions guiding selection process which was neutrality and mutual acceptability.

#### **4.9 Procedures used by the Mediation Committee in the Management of the**

##### **Nkonya – Alavanyo Conflict**

According to narratives by respondents, the mediation committee organized activities and initiatives which were carried out concurrently and in a procedural manner which affirms conflict management as a process. According to the responses given by the members of the mediation committee in an interview on phone, the mediation committee works hand in hand with the Ho Catholic Diocesan Peace Building Team (HCDPBT) whose efforts in 2005 caused the mediation committee to be supported

financially by the Catholic Relief Services (CRS) which enabled them to begin work. The mediation committee work started very well with strategies adopted by the committee in the management process in February 2005. This supports Montville's (1989), assertion that it is only through a collaborative effort among all societal sectors and power structures that real change is possible in resolving conflict.

According to a member of the mediation committee in an interview on the phone, the committee puts structures that enabled the members to be in regular conversation with the two conflicting parties. Members of these structures were representatives from the feuding communities. This explains Agyeman's (2008), idea that the establishment of joint consultative committees comprising representatives from warring factions in ethnic conflicts is crucial in their resolution. One of the structures was the joint consultative committee (JCC). According to a respondent from the mediation committee, the JCC was made up of ten members; five from each traditional area. The JCC was later known as the Consultative Committee (CC). The CC was constituted to discuss strategies for managing the conflict. Because the members of the CC were resident citizens in the various communities, they were given the role of interacting with the people in their communities on daily basis. The membership of the CC included leaders of the communities and as such their views were compiled with, by their people. They were responsible for educating their people on the need to embrace peace and use dialogue in managing the conflict.

The mediation committee also established the Consultative Community Peace Setters (CCPS). This involved all the clergymen resident in the Nkonya and Alavanyo area. According to one chief, all the clergymen of the various churches in the area were recognized to be part of the CCPS. They were assigned to educate the members of

their congregations on the need to stop violence and embrace peace. Their role is in agreement with Richardson Jr. and Wang (1993), position that without effective communication and trust, conflict resolution was not possible. The Community Peace Setters were basically used as agents of peace to their members as they impart virtue in the lives of their members.

The mediation committee also established Catholic Diocese Peace Building Team (CDPBT) which played the role of a strategic planning committee. Thus, in the words of Bishop Lodonu, ‘the Strategic Planning Committee’ because it provided various forms of technical direction to the work of the Mediation Committee to ensure that things were not left to chance’. CDPBT was identified as a key ally. An ally may come with very useful tips to facilitate the process. This agrees with Kendie and Akudugu (2010), who affirm that conflict resolution was only possible through cooperation and negotiation and the elimination of suspicion through transparent negotiations where all actors are seen as equal partners.

Capacity building was the third stage of the management procedure of the Nkonya and Alavanyo conflict. The various structures lacked the skills and the technical know-how to manage conflict and therefore needed training in that regard. The training was designed to provide professional approach to expose them to basic skills in conflict management and the understanding that conflict management was delicate and multi-dimensional. The training was supposed to make the members of the committees’ skilled negotiators. As a result, the training of the various structures and the main mediation committee itself was provided by WANEP. The training equipped the committee members and the members of the various structures with basic professional competencies in conflict management.

The training covered different areas for different groups of people. For instance, women leaders from Nkonya and Alavanyo traditional area were trained in conflict transformation; the chiefs, queen mothers, council of elders and opinion leaders were trained in Peace Building Initiatives and conflict management whereas the youth leaders of Nkonya and Alavanyo were trained in conflict management, mediation and development.

In order to ensure that the various stakeholders were committed to the attainment of a lasting peace in the Nkonya and Alavanyo area, follow-up training sessions were organized. The commitment of the committee according to some respondents was thus rooted in the words *'Dialogue is more powerful than violence'*.

The chairman and the mediation committee secretary indicated that the committee continued to direct the attention of both communities to the fact that violence was powerful but dialogue was more powerful. This appeal made significant impact because the belligerents realized that they could not achieve their stated goals in the conflict even after over 90 years of warfare. The belligerents were therefore encouraged to co-operate for peace to prevail. The collaborative efforts of the stakeholders helped the belligerents to build trust and embraced each other's values. The end result was a friendly relationship developed by both communities. In this vein, Kendie and Akudugu (2010), believe that conflict resolution is only possible through cooperation and negotiation and the elimination of suspicion through transparent negotiations where all actors are seen as equal partners

The next step in the management process of the Nkonya and Alavanyo conflict was to appraise the success of previous workshops, evaluate the work of the structures and to determine the extent to which significant transformation of attitudes had been

achieved overtime by the mediation committee. The appraisal exercise was facilitated by WANEP in a performance review on the peace initiatives in the Nkonya - Alavanyo conflict and briefing and sensitization forum for Nkonya - Alavanyo residents in Accra and its environs. An Alavanyo youth leader, during an interview also remarked that “it made more sense to spend money on peace than war” and urged all to stop the waste of resources on war.

#### **4.10 Content of the Training and its Effects**

The respondents generally stated that workshops and seminars organized by the mediation committee were very essential to the success of the committee. It is important that there is a brief look at the content of the training programs. This is necessary to explain the effects produced. A respondent from the mediation committee said that during the initial stages of the workshops, there were hatred and anger portrayed by the belligerents as such various steps were put in place to address the fears entertained by the various groups. The respondent also mentioned that participants to the training workshops were taken through exercise in group dynamics to help the various parties gain confidence and trust in one another. This brought them out of bitterness into a positive relationship.

Another component which a mediation committee member commented on was the privilege given to the various groups to share their experiences during the conflict. A youth leader affirmed that those meetings were characterized by emotions of vengeance, anger, hatred and revolting words as the belligerents met face to face. Issues about the conflict and its implications were discussed, with the aim of helping participants to realize and understand the cost of the conflict. Discussions that informed the participants that true justice can only be achieved if victims, offenders

and the entire community accept responsibility and engage in efforts to put things right were tackled and this was stated by a youth leader of Wudede. The aim of the workshop was to help participants to develop interest and cultivate a desire for conflict management.

#### **4.11 Location of the Training**

Another significant aspect of the work of the committee was the location for the workshop and training sessions. All the meetings and training sessions were held in Ho, the regional capital, for residents of the two communities. Other meetings were held in Accra for the paramount Chiefs and those in the local Diasporas as claimed by the general respondents.

One significant aspect of the location of the meetings was the religious touch. Respondents from the mediation committee during an interview said that the meetings were not only held at Ho but at a Diocesan Center of the Catholic Church. This was meant to assure the disputants that there was no intention for fear of the other because the Catholic Church had members from both Nkonya and Alavanyo. One committee member narrated the scenes at the first face-to-face meeting of the two groups thus: There was gross mistrust, pain and anger during meetings. People were unwilling to sleep in the same premises with the opposing groups. They felt trapped by their adversaries.

From the statement, it was obvious that the meeting would have been a failure if it was held in any of the belligerent communities. In any case, the opposing group members who were expected to go there would not have gone at all. If they did so it would have resulted in clashes. The mediation committee member again claimed that the composition of the Mediation Committee was largely clerical as it involved three

high profile clergymen. As a result, prayers were said at the beginning of each meeting so that God could intervene. The prayers also had another motive. To assure the belligerents that the committee members were people interested in peace as God would wish they live in peace.

The success of the Ho meeting had a rippling effect. A sub-chief from Alavanyo said for instance, the Alavanyo and Nkonya citizens in North America held a joint meeting concurrently in Toronto and New York City, USA on 22<sup>nd</sup> January 2006. The meeting, according to the (*Ghanaian Times*, February 4, 2006), was designed to “toast the Chiefs of the two traditional areas on the historic four day meeting for a peace agreement”, the neutrality of the venues (foreign countries and cities) made it more assuring for belligerents to attend. The implication for conflict management was obvious. A mediation committee member however, said that it must be noted that, the mere fact that a neutral venue is chosen does not mean successful outcome. The character of the mediation team was also paramount. The membership and neutrality of the committee commanded the respect of the belligerents.

#### **4.12 Threats to the work of the Committee and how they were handled**

Every conflict has threats that act as trigger factors. According to a newspaper (*The Heritage*, September 6, 2006), “a conflict is always associated with some trigger factors”. In the words of a member of the Centre of Security Studies “In every conflict, there is a peculiar problem. The Nkonya and Alavanyo conflict has its own pressures that were generated to threaten the work of the Mediation Committee”. However, the Mediation Committee had to find ways to deal with those trigger factors, which include:



#### **4.13 Finance and Logistics**

During the interview with the committee members it was realized that funds from the government was a major problem with the management process. Finance and logistics were the main threat to the work of the committee. For instance, though the Nkonya and Alavanyo conflict mediation committee was formed in July 2004, it never did any work until February 2005 when the committee was supported financially by the Catholic Relief Services (CRS) through the Ho Catholic Diocesan Peace Building Team (CDPBT).

During the focus group discussion, respondents from the Catholic Relief Services affirmed that the Mediation Committee entreated the government of the day to save the mediation process which was about crushing due to lack of funds and logistics. It was not surprising that while the Mediation Committee was inadequately prepared for funds to start its work, hostilities continued. A member of parliament for the area then noted on phone call that “there was the need for the government to provide funds to the committees because they were facing a lot of financial and logistical problem”.

#### **4.14 Politics**

The chiefs of Nkonya maintained that the Biakoye constituency that was predominantly Nkonya suffered the dangers of ethnic politics, in that Biakoye had been in disarray in 2004. It was realized from the general respondents that a Member of Parliament accused the then Volta Regional Minister of using divide and rule tactics as he was alleged to have expressed anti-Nkonya sentiments. However, the Regional Minister said in a dejected manner that “the allegations against him are meant to create disaffection to him, the government and the New Patriotic Party (NPP) among the Nkonya people”.

#### **4.15 Beneficiaries and Financiers of the Conflict**

According to the youth leaders of both Nkonya and Alavanyo communities, there were some individuals who benefitted from the conflict between the two ethnic groups by giving supports to a faction to precipitate the fighting so that in the midst of the fight, they will loot other people properties. This supports Tsikata and Seni's (2004), assertion that there was a strong perception that the Nkonya and Alavanyo conflict has remained insoluble because some people benefited from the dispute. This view indicated that some people were doing business with the conflict. It is not surprising, because the disputed piece of land is believed to be rich in forest resources and minerals.

The District Chief Executive of Jasikan, explained to me on phone that "some people always try to create confusion so that they can make ends meet, deceiving others to live in darkness". When such people want to re-ignite the conflict, they use the ignorant ones and then bulldozed their way out to do business. A member of parliament affirmed this in a statement that there was a call for the identification of the financiers and beneficiaries of the illegal operations in the Kpeyitor forest immediately in order to prevent opportunities for financiers to conduct illegal timber operations on the disputed land.

This agrees with the greed thesis of Collier (2006), which sees conflict in society as resulting from human greed and the desire of some people, called conflict entrepreneurs, to benefit from conflict that propels them to go to war. The committee appealed to all Nkonya and Alavanyo citizens resident at home and abroad, after this statement to embrace peace.

#### 4.16 Rumors

Rumors threaten the peace building process and both feuding parties agreed that all must guard against it. This concern was expressed by a member of the Consultative Committee (CC) in an interview on phone. According to the member, “the greatest challenge to the work of the Mediation Committee is the management of rumors”. Tsikata and Seni (2004), described the Nkonya and Alavanyo conflict as one of Ghana’s most intractable communal conflict which created fear, mistrust and violence with attendant pain and suffering. This description was based on the fact that the least rumor is taken seriously by the belligerents. The issue of rumors is so delicate that its effects are never under estimated by even neighboring groups. Rumors have fueled the conflict for long. This shows how important information management is to conflict resolution.

According to a youth leader in an interview, rumors thrive because of the lack of any effective communication network between the two groups. The area has become closed and isolated. The road network in the area is very bad so it hinders communication between the two communities. If the road network was opened up and the street lights provided in the area, the lingering fear among the people that prevented them from moving and interacting with each other would be removed.

The committee has its own strategy to deal with rumor said a member of the committee. He expressed that the committee was concerned with trust and confidence building. The strategy was to impress on the belligerents to resolve that even in the event of the most extreme provocation they would not retaliate. Accordingly, the Mediation Committee organized a Peace March. The Mediation Committee and the members of the CC led a group of traditional rulers and youth of the two communities

to walk from Nkonya to Alavanyo. This was to signify that it was now safe to commute between the two communities at no risk.

#### **4.17 Damaged Relationship**

The Nkonya and Alavanyo conflict is an intractable one that normally leads to killing and socio-economic damage. However, one way or effect that has been identified by respondents has been the nature of the relationship between the two communities. This agrees with the explanation of Burgess (2005), that damage to relationship is almost inevitable in intractable conflict. This was exactly the case in the Nkonya and Alavanyo conflict. Relationships that were friendly, open and built on trust deteriorated. Marriages broke up and families were separated. Walls of division went up as the conflict escalated according to a queen mother in an interview. There was little communication between the two factions (Nkonya and Alavanyo). A joint press statement issued by the chiefs and queen mother of the two communities when the two groups met for the first face-to-face at a workshop to begin the management process captured the strained relationship in these words: Our traditional areas exist as though an iron curtain has been erected between us. This is the plight of our communities who otherwise are closely related by blood ties out of many years of inter-marriages and used to visit relations and interact freely; joining in common festivities and celebrations, could no longer do so.

The two previously friendly communities became adversaries. They became very hostile to each other. This is normal with intractable conflicts. As Burgess (2005), puts it, parties to intractable conflicts often demonize the other developing group „enemy in ages“ or even „dehumanizing the other side“. In fact, a committee member

indicated that the two communities engaged in indoctrinating and brainwashing their youth against the opposing party.

The Mediation Committee dealt with this challenge in very pragmatic ways. According to a respondent, through the peace March and community visits, confidence was restored in both sides and friendly relations re-established. The chiefs and people of the two communities were encouraged to work together through the instrumentality of the CC. The secretary of the Mediation Committee told the researcher that the paramount chief of Nkonya comes to meetings in the same car with the paramount chief of Alavanyo. This friendly relationship has encouraged other citizens of the two communities to co-operate and work together. This agrees with Richardson Jr. and Wang's (1993), assertion that without effective communication and trust, conflict resolution is not possible. Again, the fact is that the CC members from both communities continue to work together to significantly encourage other members in their communities to open up for friendly interactions to begin.

The secretary of the Mediation Committee asserted that „the mediation efforts were organized at the convenience of the belligerents and that the solution was not imposed on the people. Thus, the efforts of the mediation committee were integrative“. The Mediation Committee only acted as a facilitating agency using various strategies to help the people of Nkonya and Alavanyo to manage the age-old conflict.

#### **4.18 Processes used in the Management of Nkonya - Alavanyo Conflict**

The approaches used by the mediation committee in the conflict management need to be look at. The mediation committee placed majority of work with regards to management of the conflict on the belligerents and played a facilitating role in the management process. In an interview with one assembly man, he said

that the belligerents were required to make a proposal on how they wanted the conflict to be managed. Their suggestion was that a committee should be formed to help them manage the conflict themselves through dialogue. This supports the assertion by Ury (2007), that citizens or civil society can constructively contribute to conflict management acting as provider, bridge builder, equalizer, mediator, healer, witnesses and peacekeepers as they move through and within the field of the conflict management. Despite sincere efforts by the parties to manage the conflict themselves the committee deems it fit to put various approaches in place in which was adopted to guide their work.

1. The mediation committee organized monthly review meetings to help them be in contact with progress of management process and the extent to which the chiefs and the people of both communities abide by the concessions they were making at each stage of the management process. This is in line with what Agyeman (2008), proposed that conflicts can be resolved by strengthening and empowering the Traditional Councils, Regional and National Houses of Chiefs in their conflict resolution role. Mediation activities were regularly organized for chiefs, queen mothers, council of elders and opinion leaders of Nkonya and Alavanyo.
2. The roads that link the two traditional areas at Nkonya – Tayi to Alavanyo - Kpeme and Nkonya - Kpodzi to Alavanyo were open to traffic by the mediation committee. The two communities work together in the spirit of love and peace to construct the roads in communal labour
3. Through the help of the Red Cross the two communities walked together in both communities to signify the beginning of friendly relations and interactions between the Nkonya and Alavanyo people. According to

narratives from respondents, the two communities even organized peace march to celebrate the end of conflict and enters a new ways of cooperation and peaceful coexistence among them.

4. According one of the respondents, there were trust and confident in the parties at some levels which enable the communities to organized at regular intervals visit. According to narratives, the Mediation Committee put the structures in place and make sure the chiefs work together to prepare the people for each visit. These visits were used to obtain permission to resolve the conflict through dialogue and not violence. This resulted in improved communication between the two communities. Moreover, in the management of the conflicts according to narratives, every individual or group who was or is connected directly or indirectly to the conflict was regarded as a strategic ally for the Mediation Committee and the belligerent communities were socialized to accept that violence was powerful but dialogue is more powerful. This explains the assumption of Ury (2007), that citizens or civil society can constructively contribute to conflict management acting as providers, bridge builders, equalizers, mediators, healers, witnesses and peacekeepers as they moved through and within the field of conflict management.

The Mediation Committee identified all interest groups and segmented them as target groups including the youth leaders, women leaders, chiefs, queen mother and those citizens who were in the diaspora. The mediation committee worked in collaboration with other groups such as the Alavanyo youth group. Basically, the mediation committee controlled the management process by ensuring that all other groups who were interested in working to resolve the Nkonya and Alavanyo conflict were brought under one umbrella. This ensured the proper co-ordination of activities.

## CHAPTER FIVE

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### 5.0 Introduction

The general appreciation of conflict and its nature calls for procedure in the management of conflicts in the 21<sup>st</sup> century, various school of thought and theories underpin management of conflict in our society or communities. Taking Nkonya and Alavanyo conflicts into perspective, the persistent of the conflict in the area poses negative impacts on development in the traditional areas. This study was undertaken to examine the process used in the management of the decades old conflict between the people of Nkonya and Alavanyo

#### 5.1 Summary of Findings

##### (a) Methodology

I used qualitative procedures to analyze the data collected by interviewing and having focus group discussion with respondents. The study employed the descriptive case study design in undertaking the research, and selected the key respondents using the purposive sampling technique. In all, a total of 78 respondents were involved in the study. The data was analyzed using content analysis of information and documents on the conflict and presented under themes.

##### (b) Nature of the Conflict

The knowledge gained about the management of Nkonya and Alavanyo conflict is that the Nkonya and Alavanyo conflict begins with disagreement over a pieces of land but later develop to issues of ethnicity which is as a result of narrative threat by both communities which becomes a struggle for ethnic identity as both sides were indoctrinating their youth to see people from the opposing side as enemies



that could not be tolerated. The conflict existed for almost a century and despite the mechanisms put in place, it still persists.

**(c) Selection Process of the Mediation Committee Members**

1. In interaction with the respondents of the Nkonya – Alavanyo conflict, I realized the youth are mostly absent in the process of conflict management and dialogue because they are normally deployed to keep vigil at their borders to prevent attacks from the other side, they spent several days at the borders between the two communities, the community provide them food and bullets in the bush. The burden of managing the conflict was placed on the belligerents which is very good but must include most of the youth who are fighters. They should never be left out in any conflict management efforts. The youth should also take ownership of the conflict and make proposal on how they wanted the conflict to be managed. The collective decision by the youth from both communities during focus group discussion that their energies will only be available for development and not for war is very essential to peace building in the Nkonya-Alavanyo conflict.
2. I think the issue of allowing the parties to propose many names and given them privilege to nominate neutral and mutually acceptable individual of their choice is a laudable one. The study also encourages that when belligerents recommend mutually acceptable solutions, particularly when it is carried out by a joint group from the feuding communities it works well. This gives the committee a good status and mutual respect

**5.2 Procedures adopted by the Committee**

Procedures adopted by the mediation committee are vital to peace building, if the procedure is not accepted is with a lot of ambiguity and difficult to read meaning to, it will rather promote misunderstand and mistrust among the parties and the mediation

committee. The following procedures adopted by the committee help in promoting effective peace management in the Nkonya and Alavanyo conflict namely:

1. The committee identified key ally and collaborated with them which gave them the opportunity to with very useful tips to facilitate the process, and receive financial support when government commitment to the process financially was not ready for the committee. (Ho Catholic Diocesan Peace Building Team (HCDPBT) whose efforts caused the mediation committee to be supported financially by the Catholic Relief Services (CRS) which enabled them to begin work). In times of conflict management, when there is shared responsibility among all groups, the dream of peaceful cooperation in managing the conflicts at hand is possible.
2. The establishment of structures that will enable the mediation committee to be in regular communication with conflicting parties is in good faith. Moreover, the committee structure which includes feuding communities as members of these structures help in management of the conflict. Conflict management is very effective and possible through elimination of suspicion, which build cooperation, and negotiation, and transparent when all parties feel equal and respected.
3. When it comes to conflict management, capacity building is essential ingredient. The committee effort to build capacity of various structures is the best, because various structures may lack the skills and the technical know-how to manage conflict and therefore needed training in that regard. This is why from the study; the Mediation Committee employed the services of West Africa Network for Peace Building (WANEP) which designed training sessions to provide professional approach to expose them to basic skills in conflict management and the understanding that conflict management was delicate and multi-dimensional.

### 5.3 Steps adopted by the Committee

1. Monthly review meetings were organized by the mediation committee to assess the progress of the management process and the extent to which the chiefs and the people of both communities abide by the concessions they were making at each stage of the management process. The committee also Strengthen and empowered how to play their role as traditional rulers in managing a conflict.
2. The mediation committee organized peace walk through the two communities to celebrate the end of conflicts because as earlier written in my analysis, many of the fighters who are the youth are always in the bush to guide the town when dialogue and mediations are going on in isolation, so the peace walk and celebration will send a signal to both who are not physically involved in the dialogue and mediation that there is an agreement.
3. Revelation from the respondents shows that Communication and trust between the two communities improved because of trust and confidence visits to the communities that were organized at regular intervals. Despite these visits were used to obtain permission to resolve the conflict through dialogue and not violence, it help build trust and confidence among the parties the structures put much responsibility on the chiefs who have to work and prepare the people for the visits which results in trust. Nevertheless the Management Strategies for Africa (MSA), ensured that the two communities were constantly in touch with each other. They kept talking to both communities which facilitated the strengthening of friendly relations.

Above all, the management of the conflict between the people of Nkonya and Alavanyo revealed that fighting can never resolve misunderstanding but will rather bring hatred, human rights abuses and bleak future with historical narrative threat. Conflicts create a

stigma around people, communities and as a result, such communities suffer an undeclared social isolation which the people Nkonya and Alavanyo are great beneficiary.

Management of conflict involve careful planning and identification of the root cause of the and the dynamics involved, it's not just a simple calculation but a careful and serious business that is time consuming and financial barking. Conflict management involves the use of the Track One and Track Two Diplomacy. It was realized that the best mechanism for conflict management is the Multi-Track Diplomacy. Nevertheless, in conflict management, stakeholders need to be acknowledged and engaged in the process as strategic allies in the management of the conflict. The youth and citizens in the diaspora contribute a lot to conflict escalation and so must be engaged to contribute to the management process, which means that effective Structures must be established and the belligerents should be made to take ownership of the process.

In addition to the above elaborated structures and procedures, regular funding is essential for effective conflict management, without effective funding, the work can be taken over by shadow parties to the conflict, and funding for conflicts management must be genuine and should not be from parties to the conflict if not it can lead to mistrust and rumors which will rather put the conflict management at influenced positions. The management team did not depend on government for funding. It stresses the importance of managing conflict through community structures.

#### **5.4 Conclusion**

Findings from the study point out to the fact that, the best way to resolve conflict is through mediation and dialogue, moreover, it can be very effective when parties to the conflicts are willing and ready to cooperate to peace building. Nkonya-Alavanyo conflict negatively affects the livelihood of the people in the area for so many years. Because of

that, many conflict management mechanisms have been put in place to bring lasting peace between the people of Nkonya and Alavanyo.

The government of Ghana used the Track One Diplomacy theory of conflict management. When it comes to this theory, it states that conflict can be managed through imposition or sanction made on the parties in the conflict where conditions such as mutual agreement and mutual benefits are impossible. An example of the implementation of this mechanism was when soldiers were deployed to the area to enforce peace. When talking about Nkonya and Alavanyo, the peace enforcement is purely to build barricade to separate the two communities from meeting and a curfew imposed on the two communities to restrict movement of people in the night. This mechanism can work under some circumstances but it cannot resolve the root cause of the conflict.

Nkonya – Alavanyo conflict many years of court rulings could not resolve or manage the conflict very well but rather damage the existing fragile peace in the area with re-escalation of conflict.

Track two Diplomacy theory of conflict management mechanism is very effective when only a small number of representatives are involved in the management process. This theory is best practices when the conflict is not protracted and the root cause of the conflict is not dynamic, but when it comes to conflict over clan or ethnic land, because interests differ and identity are not effectively determined, courts are not the best place for resolving such conflicts.

The Nkonya – Alavanyo conflict management process gave more insight about theories when it comes to conflict management, a lot of methods were deployed to help manage the conflict but at the end, the Multi-Track Diplomacy theory method used by the mediation

committee helped in the management process. The theory strengthens the involvement of all stake holders in the conflict in its management process. Vital revelation from the conflict management process is that, conflict management can be very effective when all stakeholders are actively engaged in the management process. For the records, individual and groups with techniques and skills in conflicts management and their resources were relied on to manage the conflict between the people of Nkonya and Alavanyo. Conflict management should and must involve the youth group both in and outside the communities or hotspot, they constitute an important blocks that should never be ignored in any inter communal conflict management process.

Parties in conflict sometimes act on rumors when there is no credible communication link between them. In conflict management, sincere, truthful and reliable communication is crucial in averting the spread and threat of rumors among the parties. Nkonya and Alavanyo citizens sometimes acted on rumors to prepare themselves for war which always put the two communities on tension. Based on that, the mediation committee has shown that spreading of information is essential ingredient in paving the way for dialogue and this communication factor is not ignored by the Multi Track Diplomacy theory of conflict management.

The Multi-Track Diplomacy Theory of conflict management has proven to be the best practical theory in the management of intractable conflict despite other methods and school of thought in conflict management. When best put in practice, it enhance and strengthen parties to accept peace as an alternatives to war, because the parties are encourage to seek knowledge about effect of peace and conflict. Hence, the mediation committee only acted as facilitator and did not impose the ingredient of peace on the

parties in conflict but rather the cry for peace was done out of the desire of the parties themselves.

## **5.5 Recommendations**

After I carefully examined the conflict management between the people of Nkonya and Alavanyo, I deem it fit to come out with the following recommendations to help in building peace in the two traditional areas. The recommendation will help put structures in places to address conflict from its negativity into long lasting, enduring patriotic change in our society.

### **A. To Government**

1. There is the need for government to introduce peace education into our educational system from primary one to the university level and it must be core subject for all students to study.
2. There is the need for government to organize adult's education for all chiefs and elders to help equip them with skill and techniques in the management of conflicts in their locality.
3. Since conflict is expected in human endeavors, because interests differ, government should create ministry responsible for conflict management with budgets allocation for the ministry. Because when there is no peace, the country will never develop.
4. The youth in our communities who are not fortunate to get formal education should be given adults education.
5. The government should create meaningful job for the youth to engage them in the development of the nation, when the youth are gainfully employed, I don't think many of them will leave their job and be in bush for months to protect

their borders because they heard a rumor that the other community is preparing to attack them.

## **B. Court**

1. I believe when the above recommendation is done, our people will get to know that when it comes to conflict management, there are a lot of ingredients to conflict management and the use of the court system (arbitration and adjudication) should be the last resort when managing conflict, because the ruling of court rather put parties in an atmosphere of tension. The courts system always produce win and loss finding, In this case, the loser will always bounce back since deprivation and denial of access has set in. This win-lose ruling never resolve a conflict but rather re-escalates the conflict. When much education and structures are put in place to educate the public, parties in conflict will realize the need to engage in dialogue rather than resorting to the court system for redress.



## REFERENCES

- Aganah, G. A. (2008). The effects of chieftaincy conflicts on local development: The case of the Bawku East Municipality. (Unpublished Thesis), University of Tromso, Norway.
- Agyeman, D. K. (2008). *Governance in Ghana in the Fourth Republic*. Tema: Digibooks Ltd.
- Ansah-Koi, K. (1995), "The Akwapim Imbroglia: A study of internal conflicts in contemporary Ghana". In Oquaye, M. (ed.) *Democracy, politics and conflict resolution in contemporary Ghana*. Accra: Gold-Type Publications Ltd.
- Azar, E. E. (1990). *The management of protracted social conflict: Theory and cases*. Aldershot: Dartmouth Bader.
- Azar, E.E. (1991). *The analysis and management of protracted conflict'*: Aldershot: Dartmouth Bader.
- Best, S. G. (2006). *Introduction to peace and conflict studies in West Africa*. Ibadan: Spectrum Books Limited.
- Bjurner, A. (1998). *Security for the next century: Towards a wider concept of prevention" in preventing violent conflicts: Past record and future challenges*. Uppsala: Department of Peace and Conflict Research).
- Bredal, M., & Malone, D. (eds). (2000): *Greed or grievance: Economic agendas in civil wars*. Boulder: Lynne Rienner Publisher.
- Brown H. J., & Marriot, A. L. (1993). *ADR principles and practice*. Boulder: Lynne Rienner Publisher.
- Burgess, R. G. (1993). *Educational research and evaluation for policy and practice*. Lewes: Falmer Press.
- Burgess, R. G. (2005). Approaches to field research". In Pole, C. (ed.). *Fieldwork, Vol. 1, Origins and definitions of fieldwork*. Sage Publications.
- Burton, J. (1979). *Deviance, terrorism and war; The process of solving unsolved social and political problems*. London: Macmillan.
- Burton, J. (1990a). *Conflict: Human needs theory*. London: Macmillan.
- Burton, J. (1990b). *Conflict Resolution and Prevention*. Vol.1. London: Macmillan

- Carment, D. & Schnabel, A. (2003). Introduction – conflict prevention: A concept in search of a policy“, In D. Carment, & A. Schnabel (eds). *Conflict prevention. Path to peace or grand illusion?* Tokyo: The United Nations University Press.
- Clément, S. (1997a). *Conflict prevention in the Balkans: Case studies of the Fyr Macedonia*. Alencon: Institute for Security Studies of WEU.
- Coleman, P. T. (2000). Intractable Conflicts. In M. Deutch & P.T. Coleman (Eds.), *The handbook of conflict resolution: Theory and practice*. San Francisco: Josse Bass.
- Collier, P. (2006). *Economic causes of civil conflict and their implications for policy*. Oxford University Press.
- Coogan, T. P. (1995). *The troubles: Ireland's ordeal 1966-1996 and the search for peace*. London: Hutchinson
- Cooley, J. W. (1996). *Mediation advocacy*. Boulder: Lynne Rienner Publisher.
- Coser, L. (1956). *Conflict and critical theories*. The Free Press.
- Czempiel, E. O. (1981b). *Internationale Politik; Ein Konfliktmodell*. Paderborn: Schöningh.
- Czempiel, E.O. (1981a). *United States interests and Western Europe: Arms control, energy, and trade*. (Frankfurt and New York): Campus Verlag.
- Deutsch, M. (1973). *The resolution of conflict*. New Haven: Yale University Press.
- Diamond, L., & MacDonald, J. (1996). *Multi-track diplomacy: A systems approach to peace*, (3rd ed.). West Hartford, CT: Kumarian Press.
- Diplomacy' in Volkan, (1991), Lexington, KY: Lexington Books.
- Doherty, P. (2001). The curriculum dimensions of student disaffection: In Singh, P. & McWilliam, E. (Eds.), *Designing educational system*.
- Eriksson, Mikael, Margareta, Sollenberg, & Wallensteen, P. (2002). *Patterns of major armed conflict, 1990-2001.*” In Sipri Yearbook. Oxford: Oxford University Press.
- Faleti, S.A. (2006). Theories of social conflicts. In G.S. Best (Ed.), *Introduction to peace and conflict studies in West Africa: A Reader*. Ibadan: Spectrum Books Ltd.

- Francis, D. J. (2006). Peace and conflict studies: An African overview of basic concepts. In G.S. Best (Ed.), *Introduction to peace and conflict studies in West Africa: A Reader*. Ibadan: Spectrum Books.
- Ghana Statistical Service (2012). *2010 Population and Housing Census*. Accra: Statistical Service.  
<http://www.ghanastatisticalservice.com/populationcensus.htm>.
- Horowitz, D. L. (2000). *Ethnic groups in conflict*. Berkeley: University of California.  
<http://www.mapnp.org/library/evaluatn/intrview.htm>.
- Idowu, W. (2005). A philosophical analysis of conflicts in Africa. In I. A. Olawale (Ed.), *Perspectives on peace and conflict studies in Africa*. Ibadan: John Archers Publishers Ltd.
- Institute of World Affairs (2001). *Approaches to international conflict resolution*: Retrieved from <http://iadc.iwa.org/>
- Justino, P. (2008). *The impact of armed conflict on household welfare and policy responses*. MICROCON Research Working Paper 12, Brighton: MICROCON.
- Kaufman, S. J. (2002). *Peace-building and conflict resolution*. New Brunswick: Rutgers University.
- Kelman, H.C. (1991). A behavioral science perspective on the study of war and peace. In R. Jessor (Ed.), *Perspectives on behavioral science: The Colorado lectures*. Boulder, CO: Westview Press.
- Kendie, S. B., & Akudugu, M. A. (2010). *Application of game theory in the management of natural resources conflicts: The case of the Bongo District*. A Paper prepared for the 2010 Harmattan School Series. University for Development Studies (UDS), Centre for Continuing Education and Interdisciplinary Research (CCEIR).
- Kothari, A. (2006). Collaboratively managed protected areas. In: Lockwood M. Worboys G. & Kothari A. (Eds.), *The role of propagule pressure in explaining species invasions*. Trends Ecol. Evol. 20.
- Kriesberg, L. (1998). *Constructive conflict: From escalation to resolution*. Lanham, MD: Rowman & Littlefield.
- Kvale, S. (1996). *Inter views: An introduction to qualitative research interviewing*. Thousand Oaks, CA: Sage.
- LeBaron, M. (2002). *Bridging troubled waters: Conflict resolution from the heart*. San Francisco: Jossey Bass.

- Lee, C. (2005). *Conflict prevention in Northeast Asia: Theoretical and conceptual reflections*. In Conflict Prevention and Conflict.
- Lund, M. (1996). *Preventing violent conflicts*. Washington D.C.: United States Institute of Peace Press.
- Lund, M. S. (1997). *Early warning and preventive diplomacy*. Washington, DC: United States Institute of Peace Press.
- Mahama, E. S. (2003). *Ethnic conflicts in the Northern Ghana*. Tamale Cyber Systems
- Maiese, M. (2003). *Causes of conflicts and disputes. Beyond interactability.org*. University of Colorado. Washington, DC: Management Systems International (MSI).
- Maoz, Z. (1982). *Resolve, capabilities, and the outcomes of interstate disputes, 1816-1976*. Cambridge International Affairs.
- Maoz, Z. (1999). *Syria and Israel: From the brink of peace to the brink of war?* Cambridge Review of International Affairs, Winter.
- McNamara, C. (1999). *General guidelines for conducting interviews*. Minnesota.
- Mitchell, C. R. (1988). *The structure of international conflict*. London: Macmillan.
- Montville, J. V. (1989). *Conflict and peacemaking in multi-ethnic societies*. Lexington, KY: Lexington Books.
- Montville, J. V. (1991). *The arrow and the olive branch: A case for track two*. Lexington, KY: Lexington Books.
- Moore, K. M., Kabore, D., Gnomou, B., & Bertelsen, M. (1999). *Conflict and natural resource management in agricultural and pastoral systems of Arid and semi-arid Regions of West Africa*. A review of literature, key informant perspectives and lessons learned.
- Morgenthau, PA Nation- (1948). *The struggle for power and peace*. (Container 44, Hans J manuscript Division Library of Congress, Washington DC)
- Ndegwa, S. (2001). *Peace building among Northeastern pastoralists in Kenya: Office for international research and development (Virginia Tech), Blacksberg (VA)*. Draft Report
- Olowu, D. (2001). *African decentralisation policies and practices from 1980's and beyond*. The Hague: Institute of Social Studies.

- Oquaye, M. (1995). *Politics, society and conflict in Africa: An overview in Ghana*. Accra: Gold-type Publication.
- Payne, G. and Payne, J. (2004). *Key concepts in social research*. Sage Publications: Peace Press.
- Rattray, R. S. (1932). *Tribes of Ashanti hinterland*. Oxford: Oxford University Press.
- Reiman, C. (2000). *Why are violent, inter-state conflict protracted?* Looking at Azar's model of protracted social conflict from a gender sensitive perspective. [cordmherz@yahoo.com](mailto:cordmherz@yahoo.com)
- Richardson Jr., J. M., & Wang, J. (1993). *Ethnic peace accords and ethnic conflict resolution: A survey*. New York: St. Martin's Press.
- Rosati, J., Carroll, D., & Coate, R. (1990). A critical assessment of the power of human needs in world society", In Burton J. & Dukes, F. *Conflict; human needs theory* (pp. 257-274) London: Macmillan.
- Ross, M. H. (1993). *Cultural contestation in ethnic conflict*. Cambridge: Cambridge University Press.
- Ross, M. H. (1997). *Psycho-cultural interpretations and dramas: Identity dynamics in ethnic conflict* (p. 20) Willey Inter Science- Political Psychology.
- Russett, B. (1998). Preventing violent conflict through the Kantian peace", In P. Wallensteen (ed) *Preventing violent conflicts: Past record and future challenges* (pp. 260). Report No 48 (Uppsala: Department of Peace and Conflict Research).
- Said, A. S., Lerche, Jr., C. O., & Lerche III, C.O. (1995). *Concepts of international politics in global perspective*. Englewood Cliffs, New Jersey: Prentice Hall.
- Saint Augustine, (1950). *The city of god, Marcus Dods (trans)*. Thomas Merton; Random House, The Modern Library, New York
- Sarantakos, S. (1997). *Social research (3rd ed.)*. Melbourne: Macmillan Education.
- Schoeman, M. (1998). *An exploration of the link between security and development*. Africa security, development and gender in Africa Monograph No. 27. South Africa: Institute for Security Studies.
- Swanström, N. L. P., & Weissmann, M. S. (2005). *Conflict, conflict prevention and conflict management and beyond*. Uppsala: Uppsala University.

- Swanström, N. L. P. & Weissmann, M. S. (2002). *Conflict, conflict prevention and conflict management and beyond: A conceptual exploration*, (pp. 35) Uppsala & Washington: CACI & SRSP.
- Swanström, N. L. P. (2002b). *Conflict management and negotiations in the South China Sea: The ASEAN way?* Oslo: Centre for Development and Environment, University of Oslo.
- Swanström, N.L.P. (2002a). *Regional cooperation and conflict management: Lessons from the Pacific Rim*. Department of Peace and Conflict Research, Uppsala University.
- Tanner, F. (2000). *Conflict prevention and conflict resolution: Limits of multilateralism*”, International Review of the Red Cross. No. 839, the Geneva Centre for Security Policy.
- Tjosvold, D., & Leung, K. (1998). *Conflict management in the Asia Pacific: Assumptions and approaches in diverse cultures*. (pp. 1-12) Singapore: John Wiley & Sons.
- Tonah, S. (2007). Theoretical and comparative perspective on ethnicity, conflicts and consensus in Ghana. In S. Tonah (ed), *Ethnicity, conflict and consensus in Ghana*, (pp, 3-24). Accra: Woeli Publication Services.
- Tsikata, D., & Seni, W. (2004). *Identities, inequalities and conflicts in Ghana*. New Delhi: Sage Publications.
- Ubi, O. A. (2001). Communal conflict and traditional conflict resolution: The Ugep/Idomi 1992 conflict experience. *Ife Psychologia*, 9(3), (71 – 82)
- UN DESA, (2001). *Training of trainers workshop on conflict prevention at Swedru*. nited Nations.
- University of Colorado Conflict Research Consortium, (1999). Official (Track One) Diplomacy. Retrieved March 25, 2004, from: <http://www.colorado.edu/conflict/peace/treatment/track1.htm>
- Ury, W. (2007). *The power of a positive no: How to say no and still get to yes*. New York: Bantam.
- Wallensteen, P. (1994). *From war to peace on. Conflict resolution in the Global system*. Stockholm: Almqvist & Wiksell.
- Wallensteen, P. (1998). ed., *Preventing violent conflicts: Past record and future challenges*, Report No. 58, Department of Peace and Conflict Research, (pp. 10) Uppsala University, Sweden. Uppsala: Department of Peace and Conflict Research.

- Wallensteen, P. (2002). *Understanding conflict resolution war, Peace and the global system*. London: Sage Publishing.
- Walton, R. E., & Mckersie R. B. (1965). *A behavioural theory of labour negotiation: An analyses of a social interaction system*. New York: McGraw-Hill.
- West L.R. (2003). *Re-imagining justice progressive interpretations of formal equality, rights and the rule of law*. Lynne Rienner Publisher.
- World Bank (2000). *Breaking the conflict trap: Civil war and development policy*. Washington, DC: World Bank; New York: Oxford University Press. [www.worldbank.com/conflictprevention.htm](http://www.worldbank.com/conflictprevention.htm). [www.ghanadistricts.com](http://www.ghanadistricts.com).
- Yin, R.K. (1999). Enhancing the quality of case studies in health services research. *Health Services Research*, 34, 1209–1224.
- Zartman W. I. (2000). Conflict management: The long and short of it”, *SAIS Review*, 20, 1, 227-235. Washington: United States Institute of Peace Press.
- Zartman W. I., & Rasmussen, J. L. (1997). eds., *Peacemaking in international conflict: methods & techniques* (pp. 11). Washington: United States Institute of Peace Press.
- Zartman, W. I. (ed.) (2005). *Rethinking the economics of needs, creed, and greed*. Washington, DC: Woodrow Wilson Center Press; Baltimore: The John’s Hopkins University Press.

## **NEWS PAPERS PUBLICATON**

The Ghanaian daily papers

Daily Graphic 1st March, 2003

Daily Graphic 26th June, 2003

Daily Graphic 4th November, 2003

Ghanaian Chronicle, 14th February, 2003

Ghanaian Chronicle, 4th November, 2003

Ghanaian Times, 4th February, 2006

Ghanaian Times, 15th February, 1997

Ghanaian Times, 15th November, 1997

The Heritage, 6th September, 2006





## APPENDICES

### APPENDIX 1

#### Interview Guide

#### MAIN INFORMANTS IN THE NKONYA – ALAVANYO COMMUNITY (D.C.E, ASSEMBLY MEN AND WOMEN, AND MPs)

##### SECTION A: BACKGROUND INFORMATION

1. Age ..... Sex: Male [ ] Female [ ]
2. Level of Education: No formal education [ ] Basic education [ ]  
Secondary/Technical/ Vocational [ ] Teacher /Nurse Training [ ]  
Polytechnic/Diploma [ ] University/Degree [ ]
3. Marital Status: Single [ ] Married [ ] Divorced [ ] Separated [ ]
4. Religious Affiliation: Christian [ ] Moslem [ ] Traditionalist [ ]  
Others (Specify).....
5. Occupation  
.....

##### SECTION B: THE NATURE OF THE NKONYA – ALAVANYO CONFLICT

1. What is the nature of the Nkonya and Alavanyo conflict?
2. What are the specific claims of the Nkonya people?
3. What were the specific claims of the Alavanyo people?
4. What is the reason behind the persistent of the conflict?

**SECTION C: THE SELECTION PROCESS OF THE NKONYA – ALAVANYO  
CONFLICT MEDIATION COMMITTEE**

1. What was the composition of the committee?
2. What factors influence the selection of the members?
3. Were there some objections to the membership of the committee?
4. If yes, what were some of the objections?
5. Was the committee's work voluntary or did the members receive emoluments?

**SECTION D: WHAT MANAGEMENT PROCEDURE WAS ADOPTED BY  
THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. What efforts at managing the conflict were made in the past before the mediation committee came into existence?
2. Mention the challenges that made those mechanisms difficult to attain peace?
3. What management mechanisms did the committee adopt?
4. What are the strengths of the management mechanisms adopted?
5. What are the weaknesses of the management mechanisms adopted?
6. How effective were the management mechanisms during the management process?

**SECTION E: THE APPROACH ADOPTED BY THE NKONYA –  
ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. How did the management committee go about the management mechanisms?
2. How successful was the approach?
3. What were the challenges faced by the committee with the approach?

**SECTION F: WAYS OF RESOLVING THE NKONYA – ALAVANYO  
CONFLICT**

1. Do you believe that the conflict is totally resolved?
2. If not, what should be done to resolve the conflict totally? Mention specific measures to be taken to effectively resolve the conflict?
3. Any general comment on the work of the committee?



## **APPENDIX 2**

### **INTERVIEW GUIDE FOR THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE MEMBERS**

#### **SECTION A: BACKGROUND INFORMATION**

1. Date of Interview.....
2. Specific Position.....

#### **SECTION B: THE NATURE OF THE NKONYA – ALAVANYO CONFLICT**

1. What is the nature of the Nkonya / Alavanyo conflict?
2. What are the specific claims of the Nkonya people?
3. What were the specific claims of the Alavanyo people?
4. What is actually responsible for the protraction of the conflict and the frequent eruption of violence in Nkonya / Alavanyo area?

#### **SECTION C: THE SELECTION PROCESS OF THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. What was the composition of the committee?
2. How did you become a member of the committee?
3. What factors influence the selection of the members?
4. Were there some objections to the membership of the committee?
5. If yes, what were some of the objections?
6. Was the committee's work voluntary or did the members receive emoluments?
7. What factors motivated you to work in the mediation committee? 2
8. What was the task assigned to the committee?

**SECTION D: THE MANAGEMENT PROCEDURE ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. What efforts at management were made in the past before the mediation committee came into existence?
2. Mention the challenges that made those mechanisms difficult to attain peace?
3. What management mechanisms did the committee adopt?
4. What are the strengths of the management mechanisms adopted?
5. What are the weaknesses of the management mechanisms adopted?
6. How effective were the management mechanisms during the management process?
7. Did you work with some other groups and why?
8. If yes, what groups were they and why did you choose to work with them?

**SECTION E: THE APPROACH ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. How did the management committee go about the management mechanisms?
2. How did you manage to bring the belligerents to the negotiation table?
3. Was it difficult working to with the belligerents?
4. How successful was the approach?
5. What were the challenges faced by the committee with the approach?

**SECTION F: WAYS OF RESOLVING THE NKONYA – ALAVANYO  
CONFLICT**

1. In your opinion did the committee achieve its goals?
2. As a member of the committee are you satisfied with the committees work?
3. If not, what should be done to resolve the conflict totally? Mention specific measures to be taken to effectively resolve the conflict?
4. Any general comment on the work of the committee?



### **APPENDIX 3**

#### **INTERVIEW GUIDE FOR TRADITIONAL AUTHORITIES OF NKONYA – ALAVANYO TRADITIONAL AREA**

##### **SECTION A: Background Information**

1. Date of Interview.....
2. Specific Position.....

##### **SECTION B: THE NATURE OF THE NKONYA – ALAVANYO CONFLICT**

1. What is the nature of the Nkonya / Alavanyo conflict?
2. What are the specific claims of your people?
3. Did your people deserve what they claim to be theirs?

##### **SECTION C: THE SELECTION PROCESS OF THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. What was the composition of the committee?
2. What factors influence the selection of the members of the committee?
3. Did you have any objections to the composition of the committee?
4. If yes, what were some of the objections?
5. Was the committee's work voluntary or did the members receive emoluments?

##### **SECTION D: THE MANAGEMENT PROCEDURE ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. What efforts at management were made in the past before the mediation committee came into existence?

2. Nobody is happy with war. Why could your people not co- operate with earlier efforts at management?
3. Why did you choose to appoint a committee?
4. What management mechanisms did the committee adopt?
5. What are the strengths of the management mechanisms adopted by the committee?
6. What are the weaknesses of the management mechanisms adopted?
7. What is the nature of the agreement between the two groups?
8. Are your people satisfied with the terms of the agreement?
9. What convinces you that your people will abide by the terms of the agreement?
10. In the past some terms of agreement were violated. Do you trust that the opposing faction will abide by the agreements?
11. What will be the reaction of your people in case of any violation of the terms of the current agreement by the other faction?
12. What will you do as an opinion leader to ensure that your people respect the terms of the agreement?
13. In your opinion, is the committee's work satisfactory to your people?
14. Any general comment on the work of the committee?

**SECTION E: THE APPROACH ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. How did the management committee go about the management mechanisms?
2. How successful was the approach in the management process?
3. What were the challenges faced by the committee with the approach?



**SECTION F: WAYS OF RESOLVING THE NKONYA – ALAVANYO  
CONFLICT**

1. Do you believe that the conflict is totally resolved?
2. If not, what should be done to resolve the conflict totally? Mention specific measures to be taken to effectively resolve the conflict?



## APPENDIX 4

### INTERVIEW SCHEDULE FOR THE YOUTH AND WOMEN GROUP LEADERS OF THE NKONYA – ALAVANYO TRADITIONAL AREA

#### SECTION A: BACKGROUND INFORMATION

1. Age ..... Sex: Male [ ] Female [ ]
2. Level of Education:
  - I. No formal education [ ] Basic education [ ] Secondary/Technical/  
Vocational [ ] Teacher /Nurse Training [ ] Polytechnic/Diploma [ ]  
University/Degree [ ]
3. Marital Status:
  - I. Single [ ] Married [ ] Divorced [ ] Separated [ ]
4. Religious Affiliation:  
Christian [ ] Moslem [ ] Traditionalist [ ] Others (Specify).....
3. Occupation.....

#### SECTION B. THE NATURE OF THE NKONYA - ALAVANYO CONFLICT

1. What is actually responsible for the protraction of the conflict and the frequent eruption of violence in Nkonya-Alavanyo area?
2. What were the claims of your people?
3. Did your traditional area really deserve your claim?

#### SECTION C: THE SELECTION PROCESS OF THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE

1. . How did you identify the members for the committee?
2. What was the composition of the mediation committee?

3. Did you have any objections to the composition of the committee?
4. If yes, what were some of the objections?

**SECTION C: THE MANAGEMENT MECHANISMS ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. . What efforts at management were made in the past before the mediation committee came into existence?
2. Mention strengths/weaknesses of the various resolution approaches that are being used in the conflict?
3. What did your group actually do? (Ask for their aims, achievements, challenges and prospects for the future).
4. What challenges confront the group from attainment peace?
5. . Why did you choose to appoint a committee?
6. Was there any agreement between you and the mediation committee?
7. What challenge did you face in working with the committee for attainment of peace?
8. Did you like the work of the mediation committee?

**SECTION D: THE APPROACH ADOPTED BY THE NKONYA – ALAVANYO CONFLICT MEDIATION COMMITTEE**

1. How did the management committee go about the management mechanisms?
2. How successful was the approach in the management process?
3. What were the challenges faced by the committee with the approach?

**SECTION E: WAYS OF RESOLVING THE NKONYA – ALAVANYO  
CONFLICT**

1. Do you believe that the conflict is totally resolved?
2. Nobody is happy with war. Why could your people not co- operate with earlier efforts at management?
3. In the past some terms of agreement were violated. Do you trust that the opposing faction will abide by the agreements?
4. What will be the reaction of your people in case of any violation of the terms of the current agreement by the other faction?
5. Any general comment on the work of the committee

