

Conflict Resolution and Management as a Veritable Tool for Promoting Sustainable Development in Africa

By

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Abstract

This paper takes a cursory look at the prevalent political and religious conflict in Africa, which more often than not mar Africa's resolution to achieve political, economic, social, and technological emancipation as well as sustainable development. It attempts a survey of the nature, causes, effects as well as a holistic management of the hydra-headed conflicts in Africa. The study adopted conflict theory as a theoretical framework and relied on documentary method for its analysis and discovered that conflict resolution, management and development are seemingly inseparable because it is a potent factor for peace and it should be practiced to overcome differences that will lead to sustainable development. The submission of this paper is that conflict resolution and management can help promote sustainable development if political, social, economic and religious conflicts is quickly nipped in the bud by all and sundry so as to promote not only national integration but also position Africa among the advanced countries of the world in terms of achievable developments so that funds meant for development purposes will not be drained in prosecuting war and post-war reconstructions.

Keywords: Conflicts, Conflicts resolution, Conflicts management, Sustainability, Sustainable development.

Introduction

The history of Africa as a continent is replete with conflict and one may even assert that the major current that runs through Africa: from East to West, North to South and central is conflict and wars. (Alabi, 2006:41). There is no gainsaying the fact that Africa is today a vast theater of conflict and the situation is so much deteriorate to the extent that it has assumed the dimension of a scourge. This position is underscored by the changing character, increased frequency and intensity as well as the deplorable implications and costs of conflict in Africa. (Oche, 2000: 78). While African conflicts could be traced to the ideological rivalry between the United State of America and the former Soviet Union during the cold war era, the situation has changed today because most conflicts that occur on the continent today take place within individual state. Indeed, the changing character of African conflict today include the use of small and deadly arms such as the AK 47 assault rifle, landmines and rocket propelled explosives, the growing

engagement of children as combatants and the tendency for civilians to become targets of most conflicts (Oche, 2000: 79-80).

The frequency and intensity of conflicts in Africa are equally deplorable because all the sub-regions in Africa have engaged or are still involved in one form of conflict or the other. These include Nigeria (1967-1970), Sudan (1990-1995), Somalia (1993-1999), Burundi, Rwanda and Sierra-Leone (1991-2001) Liberia (1980-2003) just to mention but few. Aside the civil wars, Africa has also witnessed a number of constant border and inter-state conflict such as Tanzania-Uganda crisis in (1978-1979), Nigeria-Cameroon dispute over Bakassi-Peninsular (1970-2002), Kenya-Somalia border dispute (1963-1967), Eritrea-Ethiopia crisis (1962-1979), Chad-Libya crisis (1980-1982) and Somalia-Ethiopia dispute (1964-1978) over the Ugandan desert region to mention but just a few (Alabi, 2006). The regularity of conflict in Africa has become one of the distinct features of the continent and as such conflict may be ineradicable for as long as people, nations and groups pursue conflicting interest, there will always be disagreement, dispute and conflicts since other regions of the world are also marred with considerable violence such as Iraq-Kuwait war, Iran-Iraq war, Iraq and Burma etc. (Adedeji, 1999: 1). The intensity of such conflicts can be measured in terms of their implications as manifested in the number of refugees and the displaced persons among other negative effects.

In the light of the foregoing, Africa is obviously in a serious dilemma of how to stem the tide of transition from conflict to peace and from post-war and reconstruction to security and sustainable development. No doubt, the dilemma of stemming the tide has generated a lot of concerns both from within and outside Africa, hence, the various effort that have been geared towards conflict management and resolution in Africa particularly by the Organisation of African Unity (OAU) now African Union (AU). Given all of the above, this study attempts to identify the causes and implications of conflict in Africa and in the process undertake a survey of crisis spots in Africa, identify ways by which conflict hinder development and sustainability of development in Africa and as well make alternative projections for the resolution and management of conflict in Africa. The study also adopted a qualitative research method with reliance on descriptive analysis of data collected.

The paper is structured into six (6) sections, starting with this introductory part which covers the objectives and methodology used in carrying out the research. The second section focuses on conceptualizing conflict and sustainable development. The causes and the effects of conflicts in Africa are found in section three; theoretical framework forms the basis of section four while conflict resolution and management is captured in section five. The conclusion and recommendation part are found in section six.

Conceptualizing: Conflict and Sustainable Development

Conflict means to be antagonistic towards others or to be at sharp disagreement with others. It is define as “a state of discord caused by the actual or perceived opposition of needs, values and interests and can be internal(within oneself) or external (between two or

more individual) (Bradshaw, 2008). Oche (2000) define conflict as a struggle between different groups in the society to gain control of, and have access to scarce societal resources that are considered valuable. Conflict refers to the contradictions inherent in power relations and which manifest themselves in individual and group interactions with one another and with nature in the pursuit of limited resources or opportunities (Manners, 2002). The term conflict, according to Oche (2000: 81) can be used in two senses. One, it refers to an incompatibility in a multi-issue situation. That is, a state of affairs in which two or more irreconcilable views or opinions is posited towards the solution of a particular problem. Two; as a violent expression of this incompatibility or reconcilability.

Conflict is a struggle or contest between people with opposing needs, ideas, beliefs, values or goals. It denotes the incompatibility of the subject positions (Diez et al, 2006: 565). This definition emphasizes the opposition or incompatibility at the heart of the conflict, and initially leaves open the exact nature of these incompatibilities i.e. whether they are between individuals, groups or societal positions; whether they rest in different interests or beliefs or whether they have a material existence or come into being only through discourse. Sider (1999) define conflict as an interaction between interdependent people who perceive incompatible goals and interference from each other to achieve the desire goals.

Harper (1995: 6) define conflict as the “result of a process whereby the bourgeoisie have striven, often successfully to enhance their favoured position in the society at the expense of the have-nots”. Robbins (2005) has defined conflict as a process that begins where one party perceives that another party has negatively affected, or is about to negatively affects something that the first party cares about. This definition emphasize that conflict is about perception not necessarily real hard facts. It points to the emotional nature of conflict. Conflict means to be in opposition to one another and it refers to disagreement between people or members of organisations and such disagreement is inherent in relationships between all human beings.

It is clear that conflict always exists between people, groups of people, members of an organization and between organizations which are related in one way or the other. As long as the process of social interaction continues, conflict cannot be avoided since it is an inevitable aspect of work team. It is an outcome of behaviours and it is an integral part of human life. Whenever there is interaction, there is conflict. Conflict means expression of hostility, rivalry, misunderstanding, aggression, negative attitudes and antagonism. It is also associated with situations that involve contradictory interest between two opposing groups.

Conflict can also be defined as a disagreement between two or more individuals or groups with each individual or group trying to gain acceptance of its view over others. Yerima (2002) define conflict within a social context as a purposeful struggle between collective actors who use social power to defeat or remove opponents and gain status, resources and other scarce values. Robbins (2005) defined conflict as a process in which two or more persons or groups seek to possess the same object, occupying the same space or the same exclusive position for achieving certain objectives.

However, in the context of this study, conflict is any relationship in which each party perceives the other's goals, values, interest or behaviour as antithetical to its own and a look at the various definitions of conflict reveal that irrespective of form and character, conflict whether ethnic, political, religious or otherwise share some common features. These include the issues of struggle or competition for scarce resources in which each player tends to outdo the others.

Sustainable development on the other hand, cannot be understood without a clear understanding and conceptualization of development. Thus, development, as a concept, has been associated with different meanings, interpretations and theories from various scholars. Development literally means to grow large, full and complete. Development is defined as an evolutionary process in which the human capacity increases in terms of initiating new structures, coping with problems, adapting to continuous change, and striving purposefully and creatively to attain new goal. According to Forsty (2009) development is understood as a social condition within a nation, in which the needs of its population are satisfied by the rational and sustainable use of natural resources and systems. It is simply the act of being developed or state of being developed. It is a significant event, occurrence or change and it also involves transformation, changes, progress and growth towards nation building. It determines how a state should be transformed to a greater height. Development could also be defined as a process of economic and social transformation that is based on complex cultural environmental interaction.

The achievement of development means eradication of poverty, inequality and unemployment and a country that is facing any of these problems or all cannot be said to be experiencing development even if per capital income doubled or number of social services increase. According to Walter Rodney (1976), development is the process that includes: physical development which includes manmade goods produced by use of technology, cultural development which comprises of the values, norms and tradition of a society, and personal development which include the psychological development. Mordi (2015) opines that development refers to innovational changes that people experience, undergo or cause to happen in the society.

According to Ake (1997), development is a process by which people create and recreate themselves and their lives circumstances to release higher level of civilization in accordance with their own choices. Adedeji (1999), sees development as a process of change in the social structure, attitude, institution and general acceleration of economic growth through reduction of inequality and poverty. Ilevbaoje (2000) defines development as embracing improvements in the material welfare especially for people of lower income, eradicating mass poverty which correlates with illiteracy, disease and early death, a shift in the production structure for agriculture to industrialization and consequently the provision of adequate employment opportunities for the working populations.

Todaro (1980) put it better when he defines development as a multi-dimensional process involving re-organisation and re-orientation of the entire economics and social systems. In addition to improvement in income and output, it typically involves radical changes in institutional, social and administrative structures as well as in systems and beliefs. According to McNall (1964), development is a strategic compound of private and collective actions with their intended and unintended consequences through which a society move from one state of organisation, in a system of ideals, beliefs, traditions and one stock of equipment to another in the context of other society which have followed or are following a similar hopes, aspirations and fears. Based on the foregoing, development could be presented as a phenomenon in which the individual and society interact with their physical, biological and inter-human environment transforming them for their own betterment and that of humanity at large. Todaro (2006) also define development as a multi-dimensional process that involves major changes in social, political as well as growth and reduction of absolute poverty.

Sustainable development on the other hand has also been looked at from different angles, leading to a plethora of definitions of the concept. Although, definitions abound with respect with sustainable development but the most often cited definition of the concept is the one proposed by the Brundtland Commission Report (Schaefer and Crane, 2005). The report defines sustainable development as one that meets the needs of the current generation without compromising the ability of future generations to meets their own needs. Sustainable development refers to the definitive growth in the society in every sphere. For Mordi (2015), sustainable development means the process of growth in individual and socio-economic levels of progress in a given society. A development that is sustainable is understood to mean the innovational changes, growth and strategies which bring about these changes and endures the test of times. Abubakar (2017) argues that sustainable development is a core concept within global development policy and agenda because it provides a mechanism through which society can interact with the environment while not risking damaging resources for the future. Thus, it is a development paradigm as well as concept that calls for improving living standards without jeopardizing the earth's ecosystems or causing environmental challenges such as deforestation, water and air pollution that can result in problem such as climate change and extinction of species. Ackermann (2003), sees sustainable development as a development strategy that manage or assets natural resources, human resources, as well as financial and physical assets for increasing long term wealth and well-being.

Brandt land in Ilevbaoje (2000) define sustainable development as that implying a development that meets the need of the present without compromising the ability of future generation to meet their need. The point of inverses is that while present generation attempt to satisfy their needs, they should conserve for future generation. In the same vain, Forsty (2009), maintains that sustainable development is the act of improving the quality of human life while leaving within the carrying capacity of supporting economic system. The writer strongly agrees with the view that sustainable development is centered on man and the maintenance of the

environment so as to improve the quality of life and that of the environment. Soussan (1992), states that the vision of sustainable development deals with the needs for economic growth and seeks to maximize growth in a way that does not jeopardize the position of vulnerable people or deplete the future viability of the resource base. However, the basic objective of sustainable development are itemized as reviewing economic growth, changing the quality, meeting essential needs of job, energy, water and sanitation, ensuring a sustainable level of population, conserving and enhancing the resource base, re-orientating technology and managing risk and merging environment and economics in decision process.

Sustainable development is an approach to development which uses resources in a way that allow the resources to continue to exist for others (Mohieldin, 2017). Davies (2013) further relates the concept to the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and the society depends. Sustainable development aims at achieving social progress, environmental equilibrium and economic growth (Zhai and Chang, 2019). According to Abubakar (2017) the macro-concept of sustainable development is based on three other micro-concepts namely; the concept of development (socioeconomic development in line with ecological constraints); the concepts of needs (redistribution of resources to ensure the quality of life of all); and the concept of future generations (the possibility of long term usage of resources to ensure the necessary quality of life for future generations). The inherent interdependence between the long-term stability of the environment and the economy is the foundation of the subject of sustainable development.

Causes of Conflict in Africa

Conflicts in Africa may be said to have been caused by a multiplicity of factors and any good attempt at explaining the causes of conflict in Africa must be cognizant of the internal and external dynamics of the African States. This implies that conflict in Africa can be explained from two broad dimensions-internal and external. The internal realities of the African society have been largely responsible for the prevalence of conflict across the continent such as arbitrary borders created by the colonial masters, inept leadership, corruption, heterogeneous ethnic composition of African states/ ethnicity, poverty, succession and legitimacy crisis etc. We shall discuss the above factors one after the other as follows:

- a. **Creation of arbitrary borders by colonial masters:** Colonization of Africa by European powers in the 19th century created political units that divided ethnic groups in some cases and combined rival groups in others. Boundaries of most African states were arbitrarily drawn without regard to ethnic and cultural belief. For example, Yorubas are found in Benin republic, Ewe ethnic group has also been split between Ghana and Togo while the Akan speaking people were split between Ghana and Cote-d'voire (Alabi, 2006: 57; Carment, 1994).

- b. **Bad Leadership:** Africa has constantly suffered from the problem of bad or incompetent leadership which has hindered political unity and integration in almost all African states. Because of heterogeneous formation of most African States, the attitudes of most African rulers have engendered widespread bloody violence, civil wars etc.
- c. **Corruption:** Another major factor responsible for internal conflict in Africa is the impact of corruption which is manifested in the embezzlement and misappropriation of public funds which has paralyze development effort towards socio economic transformation and political integration in the continent. The resources of Africa have been badly managed over the years which made the citizens of different African countries to fed up with their leaders and this has provoked militant agitations against African leaders.(Carment,1994)
- d. **Heterogeneous Ethnic Composition of African States/ Ethnicity:** One cannot deny the fact of the ethno-political conflicts have been on the increase in the continent of Africa throughout the 20th century and this is not unconnected with the factor of ethnic diversity of most African states (Eminue, 2004: 19). Ethnic cleavages and political discrimination against minority groups is widely practiced in Africa and this has bred the feelings of suspicion, distrust and hatred among members of various ethnic groups in Africa. For example, the 1967-1970 civil war in Nigeria, Congo, Liberia, Sudan, Uganda, Somalia, Burundi, and Rwanda has been the major cause of ethnic rivalry and internal conflict in those African states. In view of the foregoing, Carment, (1994: 137) have submitted that multi-ethnic states are likely to continue to be a feature of international politics and that ethnic conflict is not only a threat to African continent but also a danger to the whole international community.
- e. **Poverty:** Africa is one of the poorest continents of the world and this is not unconnected with harsh environmental conditions, inept leadership, corruption, embezzlement and misappropriation of public funds, sit-tight syndrome, mismanagement of resources and huge foreign debt. The number of people living in extreme poverty in Sub-Saharan Africa is alarming and because of this, conflict may for long be a part of African life because of the above situation of absolute poverty that characterized the African continent because an hungry man is an angry man (Eminue, 2004).
- f. **Succession and Legitimacy Crisis:** These two closely related concepts are relevant to the understanding of the eruption of conflict in Africa. While the conflicts in Africa cannot essentially be attributed to succession, the linkage is found in the fact that the rampaging legitimacy crisis, which has become an endemic character of the states in Africa are more noticeable and pronounced in periods of transition (Muboko,2011).

The external dimension of African conflicts can be understood within the frame work of slavery, colonialism, imperialism, the concepts of “post-colonial” and globalization. For instance, the issue of ethnicity, underdevelopment, identity politics, and legitimacy crisis mentioned earlier, have their roots in slavery, colonialism and imperialism, been stages in the globalization process (Rodney, 1974). At least Rodney(1974) argued in a more convincing

manner how colonialism led to the emergence of two publics in Africa-the primordia and civil publics, which have up to date remain at the primacy of ethnic identity politics in Africa.

Effects/ Costs of Conflicts on Africa's Socio-Economic Development

The unending wars, conflicts and political tensions in Africa have had serious negative implications on the socio-economic development of Africa because no meaningful development can be achieved in an environment, riddled with conflict, violence and political instability. The following are some of the implications of conflict in Africa:

The first implication of conflicts in Africa is its high cost and this manifests in many forms. That is militarization, loss of lives, loss in production etc. With regards to militarization, it has been a very high cost and this is exemplified by the fact that military expenditure, though a social burden, has in almost all cases been greater than public expenditure (Alabi, 2006)

Secondly, conflict has imparted on Africa is in the areas of refugees and displaced persons. For the sake of emphasis, a refugee is any person who owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality or, owing to such fear, is unwilling or make to avoid himself of the protection of that country. A refugee is also any person who owing to external aggression, occupation, foreign domination or events seriously disturbing public order in either part or the whole of his country of origin or nationality is compelled to leave his place of habitual residence in order to seek residence in another place outside his country of origin or nationality (UNHCR, 1979: 194; 2004).

The third effect is the problem of unemployment in the continent because, today, throughout African continents, high rate of unemployment particularly of youths is a major source of concern.

Another major effect of conflict in Africa is that a great number of Africans; young, old, male, female, civilians and military men alike have lost their lives to various wars and conflicts on the continents. For example, the Burundi civil war claimed over 200,000 lives as at the year 2000, over 200,000 lives were lost in Liberia's fourteen years civil war between 1990 and 2004. In the 1994 genocide in Rwanda, about 800,000 lives were reportedly killed and the same may also be said of Sierra-Leone in which an estimated of 200,000 people were massacred during the civil war of 1991-2001. The civil war in Sudan has been one of the longest and most costly on the continent with an estimated two million lives lost to the war (Global Coalition, 2004: 10). In Nigeria, during the two and half years of the civil war, there were about 100,000 overall military casualties, while between 500,000 and 3 million Biafra civilians died of starvation (Global Coalition, 2004).

In addition, the problem of Rehabilitation, Reconciliation and Reconstruction is perhaps the most devastating impact of wars and conflicts on Africa's development. All countries coming out of war and conflict face major challenges of rehabilitation, reconciliation and reconstruction in order to avoid a recurrence of violence. It is important to state that during war times, infrastructural facilities are massively destroyed while loyalty, mutual relations and patriotism are broken between and among people that have been peacefully and friendly living together before the conflict and such broken relationships must be mended to ensure lasting peace between warring factions while destroyed facilities are to be replaced. For instance, when the civil war of Nigeria between 1967-1970 came to an end, the immediate problem that arose was that of reintegrating the people displaced by the war and this forced the then Federal Military Governments headed by General Yakubu Gowon to embark on the three R's- Rehabilitation, Reconciliation and Reconstruction. This has been the general trend of events in Africa which has been retarding growth and development in the continent (Anyaele, 2003: 191; Global Coalition, 2004: 7).

Furthermore, the economy of the country in conflict will not be less affected because economic activities in the country will come to a halt as a result of conflict and internal and external trade will come to stop in many parts of the country and factories and industries will stop production thereby jeopardizing the peace and tranquility in the country (Anyaele, 2003: 191).

Theoretical Framework

For the purpose of this study, the author based his analysis on conflict theory to examine the nexus between conflict and sustainable development. Conflict theory mostly associated with Karl Marx (1818-1883) is a theory that society is in a state of perpetual conflict because of competition for limited resources (Chappelow, 2020). According to this theory, those with wealth and power try to hold on to it by any means possible, chiefly by suppressing the poor and powerless. Central tenets of conflict theory are the concepts of social inequality, the division of resources and the conflict that exist between different socio-economic classes. Conflict theory assumes that the elite will set up systems of laws, traditions, and other societal structures in order to further support their dominance while preventing others from joining their ranks. The theory ascribes most of the fundamental development in human history such as democracy and civil rights, to capitalistic attempts to control the masses (as opposed to a desire for social order) which cannot bring about sustainable development for example, the problem of Rehabilitation, Reconciliation and Reconstruction is perhaps the most devastating impact of wars and conflicts on Africa's development. All countries coming out of war and conflict face major challenges of rehabilitation, reconciliation and reconstruction in order to avoid a recurrence of violence. It is important to state that during war times, infrastructural facilities are massively destroyed while loyalty, mutual relations and patriotism are broken between and among people that have been peacefully and friendly living together before the conflict and such broken relationships must be

mended to ensure lasting peace between warring factions while destroyed facilities are to be replaced.

Conflicts Resolution and Management

Conflict resolution is conceptualize as the methods and processes involved in facilitating the peaceful ending of conflict and retribution. The term conflict resolution may also be used interchangeably with dispute resolution, where arbitration and litigation processes are critically involved. The concept of conflict resolution can be thought to encompass the use of non-violence measures in attempt to promote effective resolution. The committed group members attempt to resolve group conflicts by actively communicating information about their conflicting motives or ideologies to the rest of the group (e.g. intensions, reasons for holding certain beliefs) and by engaging in collective negotiations (Forsty, 2009; Roberts et al, 2009). Conflict resolution is also a process of managing a conflict and negotiating a solution. It is best understood as a working model with two key elements-conflict management and negotiation. Conflict resolution according to Anderson (1990) and Burton (1987) refers to dealing with or removing the cause of the conflict.

Conflict management on the other hand is a communication process for changing the negative emotional state in the conflict that allow working out a solution to the conflict. Conflict management deals with the attitudes and strong negative emotions usually associated with a conflict situation. It involves defusing the accompanying emotional energy and achieving a mutual understanding of differences and this element is often referred to as a conflict settlement. Conflict settlement occurs when destructive behaviour has been reduced and hostile attitudes lessened (Ackermann, 2003). However, the causes of the conflict still remain to be resolved.

Once the conflict has been reduced, the next step is to use negotiation or problem solving to arrive at an outcome that satisfies both parties and at this point the conflict is resolved, that is, the structure of the situation that gaverise to the struggle in the first place is changed and modified so that the interests of all parties are met. Conflict management is then directed towards settlement and negotiation is directed towards achieving the more difficult outcome, resolution. Anderson (1990) and Burton (1987) maintain that conflict management has a wide application because the significant feature of conflict management is that it is an attempt by statusquo to manage the dispute, or to avoid escalation of the conflict. The purpose of conflict management, whether undertaken by the parties in conflict or whether involving the intervention of an outside party, is to affect the entire structure of a conflict solution so as to contain the destructive component in the conflict process e.g. hostility and use of violence and help the parties possessing incompatible goals to find some solution to their conflict. Effective conflict management succeeds in minimizing disruption stemming from the existence of a conflict, and providing a solution that is satisfactory and acceptable.

Conclusion and Recommendations

This study has examined the place of conflict resolution and management as a potent factor for sustainable development. Without pretensions, the paper does not in any way claim to have exhaustively dealt with all the issues of methodology for conflict resolution and management and the paper comes to the conclusion that amidst all the methods and points of approaches for conflict resolution and peace- building, it is discovered that conflict resolution and management and development are seemingly inseparable because it is a potent factor for peace and it should be practiced to overcome differences that will lead to sustainable development. The true practice of conflict resolution and management will build development in Africa where peace and justice will reign. Nevertheless, we can conclude that the relationship between conflict resolution and development is likely to be complimentary because in spite of its shortcomings, conflict resolution and management is a panacea for peace, capacity building, and sustainable development in Africa where the citizens irrespective of their religious, ethnic and political affiliations should strive to continue to live in peace and not in chaos because sustainable development will continue to elude African continent unless conflicts are managed and resolved for a sustainable development. Different people use different strategies for resolving and managing conflict such as avoidance, direct command resolution through governments, non-governmental/ third party intervention, compromise or negotiation track, religion or peace making through Faith in Action, Synergistic style, Win-Win Accommodation, Mediation, Conciliation and Arbitration

In view of the issues raised and discussed, and the conclusion drawn, the author puts forward the following recommendations:

- a. African countries need committed and sincere leaders that will lead by example and who act as good, responsible and responsive individuals to all the component unit and people in their countries so as to promote peace and harmony in their different countries.
- b. African leaders must ensure an even distribution of resources among the various geo-political zones in their countries.
- c. Governments in Africa should try to provide gainful employment for all their citizens especially the youths through the establishment of industries and factories. Also, government should encourage farming through mechanized agriculture.
- d. African leaders should also try to promote the rule of law which involves equal access to justice by all citizens irrespective of their status.
- e. All hands must be on deck to halt the negative occurrence of wars and conflict in Africa and charts a new course for peace in Africa as this will not only enhance adequate security of life and property, but will also attract foreign investors to the continent for adequate exploration of her numerous natural resources for growth and development of Africa.

- f. Civil servants should be adequately remunerated while promotion should also be based on competence and performance. Their salaries should be enough to sustain their families as a way of reducing the incidence of corruption, mismanagement, misappropriation and embezzlement of public funds that have always starved African governments of the much needed funds for development
- g. Without much controversy, one may boldly say that poverty is the root of all evils in Africa because a poor man who has been economically humiliated and financially traumatized may not be said to be in his right senses as a hungry man is an angry man. Therefore, African leaders must commit themselves to addressing index and outrageously low living condition in the continent because a progressive systematic transformation of the economic base of the lives of the peoples would certainly make a major impact on the people's tendency and inclination towards violence in the settlement of political disagreement.

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